

Retirees' Picnic June 8

For more info, see page 22



Local 222 Honoured

On the occasion of the City of Oshawa's 75th Anniversary, CAW Local 222 received a special commendation from Lieutenant Governor of Ontario Hilary Weston. Local President Mike Shields proudly accepted the award on behalf of the membership from Oshawa Mayor Nancy Diamond. The citation reads "in recognition of your contributions in making Oshawa a strong community with a proud history."

**1999 Executive Board
Election May 17th – see page 8**

CAW LOCAL 222

Volume 58 • Number 5 • May 1999

On April 9, 1999, George Erie Davis of Maple Leaf, Ontario addressed the following letter to Local 222 President Mike Shields...

"The Truth As I Have Never Heard It Before"

DEAR SIR AND BROTHER:
I received my *Oshaworker* today, and I was so moved by your write-up in it about; "*How Harris Has Harmed Health Care*," I could not go on, and not convey to you my personal, heart felt thanks to you. I think your write-up speaks the truth as I have never heard it before.

Mike, I was saddened to read that you have had some health problems, and I hope you are soon over with it. I know in my last experience, in waiting to get in a Hospital, I can tell you that it is just something to talk about till you are involved in it, then its a different story.

I would like to say to you Mike, keep up the good work. I say this to you and, through you to your committees at work. As an "older" retired GM worker, I feel blessed, and thankful for the work and leadership that we as retirees have today. It may not be the best, but I'm thankful to the Union for what I have.

I often say to people I talk to, "I do not bad-mouth General Motors." it was a good place to work, but, "any thing I got, I have to say the Union got it for me." General

Motors never gave me a cent. And furthermore, I was in GM for thirty-five years, and did well by working there, but, out of 35 years I spent a little over one year on the picket line.

I hope everything goes well at the negotiations this fall, and hope you are back in good health again.

Most Sincerely yours.

Geo. E. Davis. 🍁



The Simcoe Hall Food Bank received a \$1,000 boost from CAW Local 222 at its Annual General Meeting. President Mike Shields presented the donation to (from left) Simcoe Hall board president Bruce Baird, Executive Director Sandra Sweet and Johnathon Brown, a teen cited by Simcoe Hall for his exemplary work with youth at Simcoe Hall.

WE'RE GETTING YOUR MAIL!

Your 1999 Membership Cards and Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number.

Please call the Union Hall at 723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to Local 222, CAW, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

Time To Voice Opposition To Harris

By Mike Shields, President

Upcoming Events

THE CANADIAN LABOUR CONGRESS WILL BE HOLDING its conference the week of May 3rd. In addition the CAW will be conducting our Collective Bargaining Conference June 8-11. The Bargaining Conference is where we will debate and ultimately determine our priorities for '99 negotiations. The picnic dates are Tuesday, June 8th for our Retirees, and the General Membership Picnic is slated for June 19th.

Some time next month, it is expected we will be going to the polls in a provincial election. I cannot emphasize enough the importance of this election to Ontario workers.

I have been asked why the CAW is so vehemently opposed to the Mike Harris government. This is not a one-sided feeling. Mike Harris is on record, stating the real opposition to his government is not the Liberals nor NDP, but rather the labour movement. Mr. Harris is certainly correct when he talks about the opposition from the labour movement in regards to his agenda.

In the last four years we have seen anti-scab legislation repealed by this government, resulting in the doubling of days of work lost through strike action. What could you expect when you remove the onus on employers to settle in a fair and just manner?

We have seen the decimation of the most envied health care system in the world. The total lack of concern for Ontarians was shown when this government laid off nurses in record numbers, costing the taxpayers of Ontario nearly \$400 million. Then, just before the election call is made, we hear an announcement (with considerable fanfare) that this government is going to hire nurses to replace the very ones laid off by the Harris Tories.

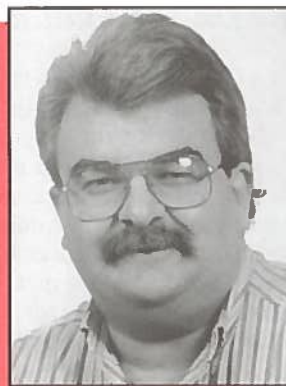
This will also come at a cost of nearly \$400 million to Ontario taxpayers. This \$800 million expenditure barely gets us back to square one, let alone a real increase in necessary health care workers. We have already too many heartbreaking stories of young women having to be flown by helicopter to get proper health care for themselves and their newborns. In too many instances the loss of life was the result.

How many of our seniors, friends and family must die in hospital hallways before this inhumane government is taken to task?

Our Best Wishes go out to the latest group of GM/Peregrine Retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

Name	Dept.	Years of Service	Retirement Date
Allen E. Brown	69A	8.1	Jan. 1999
Dale S. Baker	49	34.2	May 1999
Paul N. Farthing	66	35.3	May 1999
Gord Greer	20	33.4	May 1999
Robert G. Hamilton	69B	35.7	May 1999
Glenn F. Hyland	65	35.1	May 1999
Mona A. Leonard	31	26.0	May 1999
Carl F. Robinson	50	34.2	April 1999
Elroy J. "Duke" Urie	49	39.5	May 1999
Lee P. Williams	49T	13.5	May 1999
John W. Woodward	20	36.7	May 1999

CAW Local 222 President's REPORT



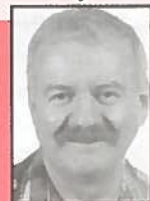
The labour movement has taken them to task, and I guess that's why we are targeted as the real opposition.

Prior to the Harris government coming to power in June '95, an Ontarian could not find a better education system anywhere else in the world to put their children in. Arguably it wasn't a perfect system, just the best.

Besides the crisis in education that has been deliberately created by this government, they have done irreparable damage to the reputation of teachers as a whole, and further damage to the relationship between students and their teachers. Our children watched and listened to the Premier of Ontario downgrade the very teachers we as parents tell them to show respect for. Teachers are not known as militant trade unionists. So when they are driven to take strike action, the alarm bells should go off. I will put my tax dollars on teachers, professional educators, when it comes to who knows what's best for my children when it comes to a quality education. The choice seems fairly logical when the other choice is professional politicians. A quality education should be a **Right** for each and every one of our children, not a **Privilege**. Access to a quality health care system for our children, parents and grandparents should be a **Right**, not a **Privilege**.

Cutbacks to our social programs, education system and health care system have resulted in tax breaks for the highest wage earners in our society. Tax breaks are not a positive, when they are achieved on the backs of workers and the disadvantaged. I urge each and every one of you, to get out and vote. It is your Ontario, take it back. Social Unionism is rooted in the workplace but understands the importance of participating in and influencing the general direction of society. ♣

GM/Peregrine RETIREES



By Charlie Peel, Pension Representative, and Bill Mutimer, Alternate Pension Representative

We also wish to congratulate the following PPG-Duplate Retirees: Campbell John Caldwell, 32 years; Joseph Gibson, 17.8; Frank Hill, 39.3; William Johnson, 30.6; David Topham, 36.6; all retiring effective April 1, 1999. ♣

Good Leadership For Future

By Dave Broadbent, Secretary-Treasurer

HAVING RECENTLY RETURNED TO WORK, I WOULD like to thank those Executive Board members who shared the responsibility of the Secretary Treasurer's job while I was off — Charlie Peel, Doug Sanders, Dave Murphy. Also during the last two months Terry Spence capably filled in while doing his own job as one of our service reps. Terry's experience, and knowledge of our benefits, helped the retired and active members who came in with problems. He also kept in touch with me concerning the operation of our Union Hall, and did an excellent job. I'd also like to thank the Hall staff who did a tremendous job during this time, assisting Terry and myself.

For those who don't know, I am planning to retire this fall, and with close to 38 years I look forward to some time with my family.

Over the years I have been fortunate to have served on the Executive Board with Presidents Abe Taylor, Ted Murphy, John Sinclair, John Kovacs and Mike Shields. During this time we have gone through strikes at GM and Blue Circle, plant closures, mass lay-offs and plant occupations. These job actions have led to higher wages, 30 and out pensions, many benefits in health care including out-of-province coverage and chronic care. These presidents served us well in the public eye as leaders of different community organizations.

The last three years I have worked with President Mike Shields and can see in him the leadership qualities of Abe Taylor and Ted Murphy, two individuals who led our Union through some tough times. Mike was initiated as president with the GM strike in 1996, including the North Plant occupation, then worked on getting our members at Mackies one of the largest wage increases of any of our units at one time in 1997. He has also taken the time to be involved in our community. In talking with Mike he has expressed his concern for our retirees, and how important it is to him that they get a decent increase in their pension this coming September while maintaining and hopefully improving our health benefit coverages.

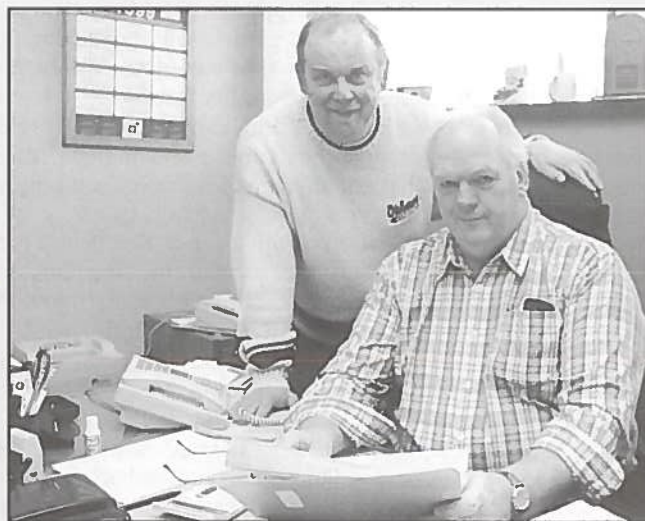
For these reasons, I feel quite comfortable turning over the leadership of our Union to people such as Terry and Mike.

The financial report for March appears on the next page, showing a surplus of \$14,261.87.

R Secretary-Treasurer's REPORT



Our annual financial report should be completed for presentation in the June issue of the *Oshaworker*. Should anyone have any concerns about this, I welcome calls both here at the Hall and at home..🇨🇦



Terry Spence and Dave Broadbent go over some of the paperwork that goes with the Secretary Treasurer's job.

THE OSHAWORKER

CAW Local 222 Executive Board

President — Mike Shields
Secretary-Treasurer — Dave Broadbent
First Vice President — Wayne Murphy
Second Vice President — Orville Faught
Recording Secretary — Dean Lindsay
Sergeant-At-Arms — Charlie Peel
Trustees — Al O'Neill
 — Dave Murphy
 — Doug Sanders
Guide — Jerry Smith

Board Members At Large

Ken Hamer (PPG)
 Shane Luxton (Lear Corporation)
 Russ Martin (A.G. Simpson)

Female Board Member At Large

Diane Cunningham

Retirees' Representative — John Sinclair

Editor — Dan Kewley

Editorial Board

Mike Shields
 Dave Broadbent
 Dean Lindsay

CAW TCA
 CANADA

LUMA APSL

CANADIAN ASSOCIATION
 CALM
 OF LABOUR MEDIA



Production by
 Thistle Printing Limited.

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. **The Oshaworker** reserves the right to edit material submitted.

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Local 222's e-mail address is: 1222sect@idirect.com The Local 222 World Wide Web page is found at: <http://web.idirect.com/~caw>

CAW Local 222 Financial Report

Covering the Month of March, 1999

Total Receipts	\$ 832,671.89
Total Expense	818,410.02
Surplus	\$ 14,261.87

CAW Local 222

Balance Sheet As At 3/31/99

ASSETS

CURRENT ASSETS

Cash	6,539.95
Bank	819,393.80
Total Bank	819,393.80
Deposit - AWCU	37,647.05
Due from Dental Centre	8,859.00
Mortgage Receivable	106,887.08
Dominion of Canada Bonds	12,000.00
Short Term Investments	20,714.61
TOTAL CURRENT ASSETS	1,012,041.49

Fixed Assets

Land	615,195.00
Buildings	2,829,533.00
Equipment	92,627.61

Total: Fixed Assets **3,537,355.61**

TOTAL ASSETS **4,549,397.10**

LIABILITIES

CURRENT LIABILITIES

Accrued Liabilities	2,081,282.90
UI Payable	1,977.76
UI Payable — Lost Time	1,433.18
CPP Payable	2,250.94
CPP Payable — Lost Time	1,091.84
Income Tax Payable	10,178.07
Income Tax Payable — Lost Time	5,914.70

Receiver General Payable	22,846.49
EHT Payable	11,746.76
Union Dues Payable	1,805.02
AWCU	—555.00
Charitable Deductions	2,785.31
WCB Payable	14,488.52
Loan from CAW National (Strike)	940,000.00
Due Re: Duplate Council Fund	500.00
Retired Members Fund	16,470.69

TOTAL CURRENT LIABILITIES **3,091,370.69**

TOTAL LIABILITIES **3,091,370.69**

EQUITY

NET ASSETS

Net Assets	1,499,263.59
Surplus	—41,237.18

TOTAL NET ASSETS **1,458,026.41**

TOTAL EQUITY **1,458,026.41**

LIABILITIES AND EQUITY **4,549,397.10**



CAW Local 222

Income Statement 3/1/99 to 3/31/99

REVENUE

INCOME

\Membership Dues	799,900.00
Initiations	770.00
Assessment	6.00
Oshawa Area Skilled Trades	1,433.70
S.U.B. Receipts	14,552.73
Hall Maintenance	2,533.25
Staff Wage Recoveries	1,968.62
Miscellaneous Collections	735.00
Oshaworker	3,503.13
Rent	6,546.62
Soft Drinks and Vending	83.75
Telephone Income	639.09

TOTAL REVENUE **832,671.89**

TOTAL REVENUE **832,671.89**

EXPENSE

OFFICE AND BUILDING

Employee Salaries	82,778.91
UI Expense	5,109.47
CPP Expense	4,322.98
WCB Expense	1,520.24
EHT Expense	2,915.06
Other Benefits	39,703.57
Employee Benefits and Insurance	53,571.32
Hall Expenses	1,008.94
Miscellaneous purchases	5,999.92
Building Maintenance	8,885.21
Soft drinks and vending	269.78
Telephone	8,740.08
Office Supplies and General Expense	8,234.84
Officers Expense	1,682.39
Professional	8,560.79

Total Office and Building **179,732.18**

ORGANIZATIONAL

Per Capita — Ont. Fed. of Labour	7,932.85
Per Capita — Durham Labour Council	2,664.87
Per Capita — CAW Assessment	416,537.41
Per Capita — Special assessments	89.00
Per Capita — CAW Council	8,390.08
Total Per Capita	435,614.21
Lost Time: Wages and Benefits	66,708.12
Lost Time Expenses M&E&H	26,879.35
Lost Time Expenses — Hotels	7,892.75
Lost Time Expenses	34,772.10
Misc. Election Costs	25,689.97
Investors Grp Trust-Staff Pensions	24,041.42
Oshaworker — Printing	30,200.75
Oshaworker — Postage	11,052.03

Total Oshaworker	41,252.78
Publicity	1,401.70
Recreation	4,228.00
Refunds	40.00
Welfare and donations	3,495.84
Skilled Trades	1,433.70

Total Organizational **638,677.84**

TOTAL EXPENSE **818,410.02**

NET INCOME **14,261.87**

More Management Added

By Tom Hoar,
GM Shop Committee Chairperson

Plant population – unskilled	9,594 with 487 on layoff
Plant population – skilled	2,053 with 75 on layoff
Recall date: Oct. 15, 1990 with outside date of Apr. 10, 1989.	

THE COMPANY HAS ANNOUNCED SEVERAL CHANGES to their labour relations departments. First they moved Dean Munger out and replaced him with Al Green from the USA. Then they announced that they were doing away with the old regional personnel and going to use the same template as the rest of the North American assembly plants. This meant C. Denoncourt replaced J. Sledziewski as personnel director of the car assembly plants. Sledziewski replaced S. Hainsworth who went to the USA. No replacement has been

General Motors of Canada Limited

April 13, 1999

Mr. T. Hoar
Chairperson, Shop Committee
Local 222, CAW
Oshawa, Ont.

Dear Mr. Hoar:

Subject: Document 12 Scheduling

This letter is intended to confirm the understandings reached recently concerning the scheduling of Document 12 incentive retirement/separation opportunities for applicants who applied for consideration in period two of year three (October 1999 through March 2000) of the Document 12 program resulting from the sale of the Fabrication Plant. In response to the concerns raised by the Union, specifically the uncertainty of concluding the negotiation of the Pension Agreement prior to the first potential retirement date in period two of October 1, 1999, the Company agreed that it would not schedule employees for an effective retirement date until the pension agreement had been settled and the revised rates were in effect. Exceptions to the above would be made in the case of employees who were retiring October 1, 1999 as a result of reaching age 65 during the months of September or October 1999 and in the case of employees who nevertheless wished to retire effective October 1, 1999 where such date was acceptable to the Company.

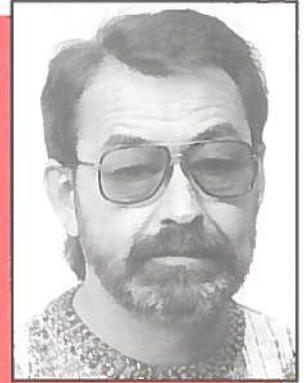
It was further recognized that in the event that the revised pension rates were not in effect on October 1, 1999 and employees were therefore not scheduled to retire on that date, the parties would discuss alternate scheduling arrangements that would ensure that applicants for period two would not be disadvantaged. It was also understood that granting the Union's request in this regard would likely result in there being insufficient lead time to ensure that employees, who were subsequently scheduled to retire once the revised pension rates became effective, received their pension payments in a timely fashion.

I trust that the above accurately reflects the understandings reached on this issue.

Randy Giroux
Manager, Employment and Labour Relations

cc: C. Denoncourt
J. Piechocki

GM Shop Committee Chairperson's REPORT



named to B. Willsher who retired (yet). Also they will create a new level eight position in each of the Car and Truck plants. This new position would report to the Personnel Director in each plant. All of this in the name of efficiency supposedly. As I said in my last article, they are finding more new jobs in salary, while deleting more in hourly. Again one has to wonder where the lean is in the salary level. When they do reduce, which is not often, they create new openings for those they claim to do away with.

Retirements

As a result of several inquiries from those who applied to retire in the period from October 1999, to March 2000, we have negotiated a letter dated April 13, 1999, that will allow those eligible the option of waiting until the new pension agreement is in effect. You will find the contents of this letter at left. This understanding will stop what happened in 1993 when some members took a layoff prior to September 14, after being told they would receive any new benefits in the new agreement. This is still before the civil courts.

Battery - Tri-link - Control Arms

By the time this article reaches your home the Master Committees of both Local 222 and Local 199, St. Catharines will have met to determine how we will both argue the announced spin-off of parts of our Locals to Delphi. As well we have agreed to meet the company to see what they say on this matter. The meeting will likely take place the week of May 3, 1999. Until next time...🍁

NOTICE

HOSPITALIZED OR SICK?

For visiting purposes only at Oshawa
General Hospital please come in person
or call:

Phone 723-1187 (CAW Hall)
or 728-8600
(Retirees' Centre).

This applies to both
active and retired members of Local 222.

Local 222 CAW
Retired Workers Centre.

Negotiations Update

By Wayne Murphy,
Peregrine Plant Chairperson and First Vice-President

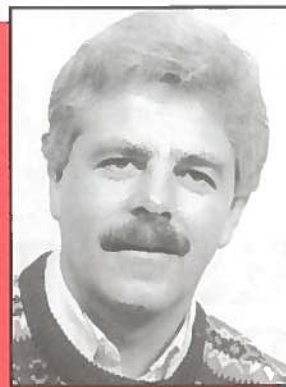
AT THE DEADLINE OF THE *OSHA*WORKER, OUR COMMITTEE has been very busy, to say the least. We are now in the negotiating process and the following is a copy of the information leaflet we put into the plant.

There have been many rumours on the floor pertaining to the opening of the 1999 Contract Negotiations. We would like to bring you up-to-date on what exactly has transpired. On Tuesday, April 13, 1999 the Company requested a meeting with the entire Bargaining Committee (which included the Plant Chairperson, Skilled Trades Chairperson, District Committeeperson, Committeepople and Alternates) to discuss the urgency of bidding on new work for our Plant. Our present programs are finished in 2000 through 2002 and as of today we have no replacement work. General Motors will be tendering bids for their new world car (which is called the Delta program) over the next few months, and Peregrine feel they must have the stability of a new contract in place in order to make competitive bids for this replacement work and to secure the future of the plant.

On Thursday, April 15, 1999 we reconvened and again the entire Bargaining Committee met with the Company to see if there was any common ground to begin early negotiations for a 1999 agreement. After a brief meeting, the Union Committee unanimously agreed to enter negotiations with the goal of keeping **our benefits, wages, vacation time and all other aspects of our agreement comparable to the Big Three.**

On April 16 the Union issued a letter to the Company stating our position and terms of opening discussions. Reluctantly the Company agreed to mirror the 1999 GM monetary agreement, which would give us parity. This is all based on reaching a Local Agreement. All improvements would include all Peregrine work-

First Vice-President's REPORT



ers, both prior GM workers and our newer members.

If this could be accomplished and we can put our Company in a better competitive position then we would be remiss in our duties not to enter such discussions. Conversely, we will not be held to any false or imposed deadlines in order to accept an inferior agreement. **If we are not making progress, or there is a hidden agenda on the Company's part, we will walk away and start the process again in the fall with a strike mandate.**

There is another benefit for our Members. If we can come to an early settlement and a three-year collective agreement, in the event of a sale of our Plant in the next few months (and that is very possible) **the buyer would, by law, have to assume all aspects of a ratified signed collective agreement.** We believe that we are at a critical time for our Plant and its future. Decisions made now are going to impact the long-term success of our Plant. We will enter these discussions responsibly with the dual purpose of maintaining both the standard of living and wages we enjoy today, and to put the Company in a competitive position to ensure a stable future for all our Members.

In closing, if we are successful in negotiating a new contract **it will be subject to ratification by the entire Membership.** We will keep you informed as information becomes available. 🍁

Year In Review!

By John Scanlan,
Skilled Trades Chairperson

WITH MY FIRST YEAR IN OFFICE just passed, it must be obvious to you that it has been a very challenging year, to say the least! In fact at times it has been hectic. In making the decision to run for Chairman I knew if elected a great deal of time would be spent trying to correct the injustices we have been dealt over the previous three years. I have to say that the recent political attack on myself and the Districts was not expected. This definitely took up a lot of our time and I believe that we came through clean and stronger than ever!

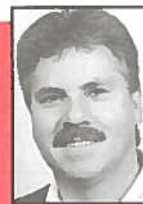
Now that the Committeepople have completed their elections I have been working on our process of setting up for negotiations. We have spent time with

the skilled trades committeepople and have prepared our proposed local amendments. We have formulated our new demands, and by the time of print both districts will have compiled their respective working conditions. In short, with your support, we as your skilled trades leadership are ready to take on our issues with this Company!

Master Bargaining

I have also spent a lot of time out of the plant this first year with the other Master members from Oshawa to prepare for 1999 bargaining, which opens July 20, 1999, just two months away! This process is also going well and we are waiting for the Local Union Executive Elections in May to be completed throughout the chain. In the

Skilled Trades Area Chairperson's REPORT



case of our Local President, Mike Shields, I can't say enough about Mike's abilities and his input into the upcoming negotiations. I feel it is crucial to skilled trades to have Mike there in 1999 bargaining.

Skilled Trades Reps Working Together

In closing I want to thank all of the skilled trades reps for their input and cooperation, and welcome the newly-elected alternates and committeemen to our committee. I ask for your continued support, and look forward to the next two years of my term, during which I hope you will help me send the message to the same old politicians, that there is no room for them in skilled trades. 🍁



Hello To Committee Members

*By Diane Cunningham,
Female Executive Board Member,
Employment Equity/Women's Advocate*

CONGRATULATIONS TO ALL THE MEMBERS RECENTLY elected or acclaimed to the various positions on the Local Standing Committees. The amount of hard work done by these brothers and sisters to provide great venues for the entire membership is truly commendable.

Part of my responsibilities on the Executive Board has been to act as liaison for the Human Rights and the Woman's Committee. I report to The Board about different activities each of these committee's are involved with and have enjoyed participating in the events. Special welcome to the new members!!

The Local Human Rights committee:

Chris Timmermans, Bonnie Martin, Nikki Henderson, Richard Davidson, Ken Parks and Daphne Booker.

The Local Woman's Committee:

Kathy Fowlie, Wanda Weightman, Wendy Rolfe, Lisa Lindsay, Sharon Howell, Jackie Doyle, Carol Balsdon, Christine Thompson, Debbie Bull, Joyce Bonneau, Karen Morey and Heather Stairs.

Each of these individuals brings so much of their unique talents to this membership. I'm certain that their term on these committees will be very exciting for us all! ♣

Union Elections 1999-2002

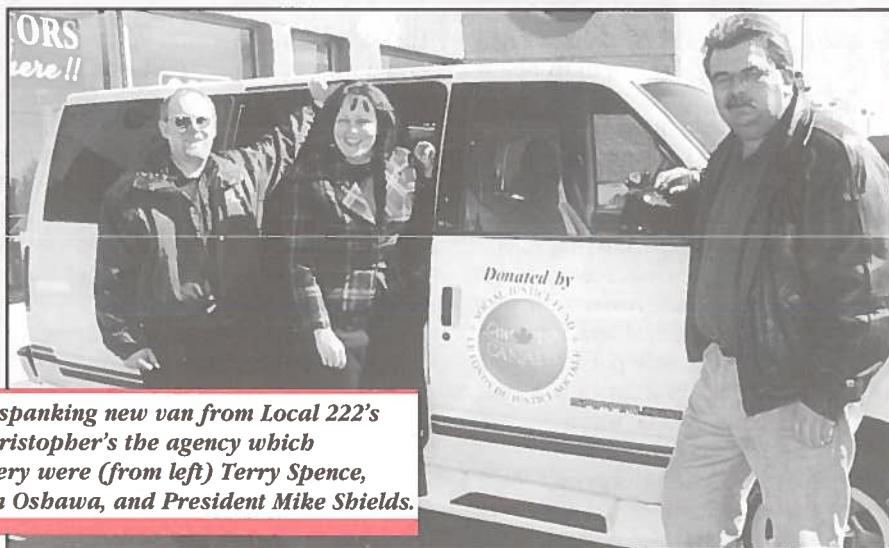
Executive Board

- One (1) President
- One (1) First Vice President
- One (1) Second Vice President
- One (1) Secretary Treasurer
- One (1) Recording Secretary
- Three (3) Trustees
- One (1) Sergeant-at-Arms
- One (1) Guide
- One (1) Board Member-at-Large (Female)
- One (1) Editor, Oshaworker
- Three (3) Service Representatives
- Two (2) Alternate Service Representatives
- CAW Council Delegates
(numbers specific to each Unit)

Election Monday, May 17, 1999

**Run-off, if necessary,
Thursday, May 27, 1999**

**Tmes and Locations
Posted in Individual Units**



The CAW's Social Justice Fund purchased a spanking new van from Local 222's Cliff Mills Motors unit for donation to St. Christopher's the agency which originated Meals on Wheels. Accepting delivery were (from left) Terry Spence, Annie Labaj, a CAW National Union rep from Oshawa, and President Mike Shields.

Oshawa Communications Must Improve

By Tony Moffat,
PPG-Duplate Plant Vice-Chairperson

R PPG-Duplate Plant REPORT

EVEN THOUGH THE CONTRACT was ratified, Oshawa Local voted not to accept the tentative agreement, the membership was disappointed with shift premiums, wages, and no change to the vacation schedule. The attitude from the floor is that the company doesn't treat the membership with the respect and dignity they deserve, so one way to send Pittsburgh a message would have been to strike.

Obviously the committees from Oshawa and Hawkesbury have differences that will have to be addressed during the life of this agreement. We all know it is better to maintain a Master Agreement because two guns pointed at the company are better than one. It would be nice for Oshawa to have the same communications and labour relations as Hawkesbury has with their management. This is an issue that Oshawa's management should be addressing because I feel that is their responsibility to improve conditions in Oshawa.

Here are some of the highlights of your new Collective Agreement;

- Shift premiums: 45 cents afternoons, 55 cents nights.
- One extra day vacation in third year.
- Prescription drug plan remains the same.
- S&A benefit increases \$20 in each year \$590, \$610, \$630.
- EDB benefit increases \$50 in each year \$1,450, \$1,500, \$1,550.
- Out of province medical increased to \$300,000.
- New coverage for chiropractor, physiotherapist, speech therapist, \$10 per visit up to 24 visits per year.
- Bereavement, five days for mother and father has been changed from three days.
- Dental maximum increased \$150 to \$1,400 orthodontist, maximum increased \$200 to \$1,650, maintain one year lag in each year.
- Vision care increased \$10 in first years for \$210 and \$15 in second year for \$225, new benefit for children under 18, every year lenses and frames if required.
- SUB benefit increased \$20 in each year \$175, \$195, \$215.
- Special benefit increased \$20 in each year \$475, \$495, \$515.
- Coordination of benefits for couples.
- Same sex benefits.

Some changes to Local Agreement include:

- Overtime language improved
- Right to refuse incorporated into agreement
- Labour pool letter for job equalization
- More defined harassment language
- A new women's advocate to deal with unique issues
- Heat relief 20 minutes at 28 C plant wide
- Bank money for one year on safety boots along with increases of \$10, \$5, \$5 in each year
- Regained lost service for 12 brothers and sisters
- New classification - process support technicians
- For wages refer to listing, the adjusted base rate includes the 35 cent increase for the first year, plus an additional 25 cents for hardware assemblers, our cost of living is now six cents and is not included on listing

ability benefits. We covered new ground as well. We now have an eye care program in place, specifically for children under 18 years that allows for new glasses and frames every year with a prescription change. This is one benefit you would be hard stressed to find in another collective agreement. We also have put new language into the Collective Agreement to address the problem of violence against women. A women's advocate position has been put into the mix. This position will be appointed, and training will be provided equal to the training afforded to the Employment Equity Reps within the Big Three. This position is on a time-as-needed basis. I believe this will be beneficial to anyone who needs assistance in getting out of a violent or abusive relationship.

There are many language changes both in the Master and Local Agreements. Any

Section 13 - Wages

Classification	Base Rate	Adjusted COLA Increase	First Year Rate	Adjusted COLA Increase	Second Year Rate	Adjusted COLA Increase	Third Year Rate
Furnace Oper. HTL #6,7,8&9	21.24	.43	21.67	.30	21.97	.30	22.27
Cold End Oper.	21.24	.43	21.67	.30	21.97	.30	22.27
Screening Line Oper.	20.99	.43	21.42	.30	21.72	.30	22.02
Quality Control Inspector	20.63	.43	21.06	.30	21.36	.30	21.66
Terminal Coordinator	20.93	.43	21.36	.30	21.66	.30	21.96
Terminal Solderer	20.63	.43	21.06	.30	21.36	.30	21.66
Material Coordinator	20.93	.43	21.36	.30	21.66	.30	21.96
Material Handler	20.55	.43	20.98	.30	21.28	.30	21.58
Grass Fabricator	20.63	.43	21.06	.30	21.36	.30	21.66
Plant Cleanup	20.38	.43	20.81	.30	21.11	.30	21.41
Hardware Coordinator	20.93	.43	21.36	.30	21.66	.30	21.96
Hardware Assem.	17.35	.43	17.78	.30	18.08	.30	18.38
Back Window Assessment	20.88	.43	21.31	.30	21.61	.30	21.91
Auto Terminal Solderer Operator	20.99	.43	21.42	.30	21.72	.30	22.02

Your bargaining committee felt this was a fair agreement and recommended ratification. We think that we know the areas that are of greater importance and can be focused on for next negotiations.

Zone 3 - Deb Weatherby

Well, we are back from bargaining our new Collective Agreement and personally I felt we brought back a good agreement. There were no clawbacks or concessions. We maintained all benefits and improved upon them. Increases were made to benefits such as sickness and accident benefits, eye care coverage, SUB payments, dis-

and all questions can be brought to any member of the committee. Now that the new agreement is in place, past practice prevails. Mass layoffs are happening to allow the company to empty out their warehoused stockpile of parts. This work shortage will last up to three to six weeks depending on where you sit on the seniority list. At this point all that remains scheduled to run is the Bonding Crews on shift two operation and the new lace booths. These new jobs have been proven to be headache makers. If the company had been willing to listen at the table they

Continued on page ten

Lear Literature

By Shane Luxton,
Chairperson, Lear Unit

R Lear Unit
Chairperson's
REPORT

THIS MONTH (MAY) WE WILL BE LOSING A MEMBER, for the best possible reason... **Retirement!** Gary Ferguson shall be joining the ranks of Dante Molinaro and Aubrey (Bob) Hurst. All the best Gary in your travels and "on the links."

Once again vacation time is approaching. Students are the vehicle we use to ensure our summer vacation LOA's are approved. While many other plant members have to juggle vacation weeks hoping to be able to spend and receive their vacation time the same as their family and spouses, Lear members are guaranteed their vacation time because of students. Students and new members are not hired to take away our overtime, they are hired to ensure we can take time off when we need to, whether it be casual or vacation time.

The resentment towards new members "taking away overtime" is minimal. As our plant matures in Whitby there are a few members that still believe overtime is more important than new members receiving a paycheque. Just remember that there is no moving up the seniority list if there is no one hired behind you. We were all at the bottom of the seniority list at one time and everyone has a family to support both high and low seniority.

Although we have been able to limit the use of students this year, to prevent the company from using them for casual absen-

teeism taking away doubles, we have worked out an agreement. Students will be hired to allow new members to take their holidays, not to fill in for WSIB, S&A or casuals. The new letter signed this week prevents students from being used for these purposes until after call-ins are exhausted. Anyone with children in college or university should get their applications in ASAP.

I would like to remind everyone that there is nothing shameful or humiliating about coming forward with a substance abuse or personal problem. While many members may carry on without ever needing a helping hand, many others may be reaching out in desperation to no avail. Tony Johnson is available for anyone at any time to deal with issues involving yourself, a family member, or a friend. He can be reached at 436-0400 ext. 347.

As I write this letter on April 16, it is with a heavy heart and fond memories of another member that we have lost far too young. Lee Lenartowicz was a young jovial fellow who easily made friends. My condolences go out not only to his wife and family but also to his many close co-workers and friends, some of which have known him back to public school and his early childhood. Lee will always be captured in the minds eye with his crooked grin, his hands dug deep in his front pockets, and his Miami Dolphins cap just the slightest bit askew. 🍁

Visitors From Another World

By Gord Vickers,
Oshawa Transit Unit Chairperson

IF ALIENS FROM ANOTHER GALAXY happened to fly into our solar system, one planet more than all the other planets would draw their attention. Oh sure, Saturn would get some passing probes with its mighty rings of rock. The giant gas ball, Jupiter the brown dwarf that failed to become a sun, would cause a lot of excitement with its interesting moons racing around it. While

the aliens might want to have a closer look later, they would be full throttle ahead. The excitement in the spacecraft would cause us on earth to wonder what all the fuss was about. The aliens having traveled several light years to reach the milky way, our little solar system, would be guided by a beautiful jewel in the distance showing its colours of blue and white. Our

R Oshawa Transit
Unit
Chairperson's
REPORT



planet, to the visitor's eye would be like a beacon in space, to steer them to probe our surface.

As the visitors descend through the cloud cover a world unlike any other would be found. The visitors would marvel at our mountains, oceans and forests. They would howl with delight to see our lighted cities, which to them would represent some form of intelligent life below. As the visitors touch down onto the earth, we would greet them with our guns. Ready, fearful of the unknown. They of course would pose little threat to us, having survived the long journey alone would make their technology far in advance of ours, leaving us almost defenseless.

We would want to get to know these visitors quickly, to put ourselves at ease. The visitors would be curious of us, looking for answers of evolution of how they may have advanced thousands of years

Continued on page eleven

Oshawa Communications Must Improve

PPG-Duplate Plant Report — Continued from page 9

would have saved all of us a lot of grief. These jobs could have been put into a separate classification, twelve people would have bid for, been trained and been retrained in these positions throughout this layoff. The agreement allows for 60 days out of line of seniority on a classified job, and within that time frame this massive flow of layoff and recall would come to pass, but **No**, the company wants it attached to the Bonding Dept. which equals Bonding shift

schedules of 8-1/2 hours with an unpaid lunch and more importantly to the company Bonding pay scale. They got more than they bargained for because now by seniority they are obligated to train anyone who follows through these jobs before returning to their regularly scheduled production positions.

To anyone on layoff, I hope you're enjoying your time out, my eyes are beginning to turn green.

Until next issue 🍁

Company Pays In The End

By Tim Thompson,
Chairperson, Trentway Wagar-Whitby Transit Unit

WELL THERE'S BEEN A LOT happening here in the last month at Trentway Wagar, Whitby Transit. The grievances keep piling up and the company seems content to forward everything to arbitration. This is a very intelligent way to build good labour relations, don't you think? The ridiculous side of this is the company plays the game, drags the process out and then pays in the end, makes a lot of sense to me.

We had a termination in the beginning of April (end of March), when a driver, we feel, was only doing his job. The incident became political when the mayor's office got involved and Trentway with their infamous wisdom, decided the easy way to settle the issue was to terminate the employee.

The company argues that removing passengers from the buses for unacceptable behavior is not town policy, yet we have been doing it for 10 years and nowhere in the policy manual does it state we are not to. The only thing the

policy states is no one will be refused a ride due to lack of payment. The policy states the driver will issue a non payment form and the town will collect the appropriate fare. Amazingly we have been driving for ten years and the day after Trentway Wagar terminates an employee, these non payment forms appear on the buses. Go figure!

Needless to say, the CAW members at Trentway Wagar feel their brother has been railroaded by Trentway Wagar and decided to exercise their right under the collective agreement to refuse all overtime. The company is having a hard time in filling incomplete shifts and extras, so they decided to whine to the national staff rep putting a letter forward how the chairperson, yours truly, is allegedly telling the employees not to work overtime jeopardizing the contract between Trentway and the town of Whitby. The manager stated in his letter that he views this action as a work refusal or strike action. This poor misinformed soul should seek legal counsel on labour relations

Trentway Wagar-Whitby Transit Unit Chairperson's **R** **REPORT**

practices or just simply read the Collective Agreement on the article which clearly states overtime is voluntary, before he throws out harassing and libellous remarks towards yours truly.

When this didn't work, he has now resulted in scare tactics and harassment towards the membership by addressing a letter to each employee telling them how their jobs could be on the line if Trentway loses the contract because we won't work overtime. They constantly use Richmond Hill as a scare towards us but still their tactics aren't working. This militant membership will never be bullied by these forms of tactics, it just infuriates us all the more.

In closing, the expedited arbitration is well on its way and I'll keep you informed on the outcome. As for this group of CAW Local 222 members, we'll never quit fighting back. 🍁

Visitors From Another World

Oshawa Transit Unit Report — Continued from page 10

ago. We would show them our finest palaces and serve them our best foods and wines to taste. The visitors would visit our science centre, look at our art and hear our music and they would be impressed. We would show them the giant pyramids and ask if they knew who built them. We would want to know so much about them, how they advanced and ask if other life existed in the heavens above. We would try to impress upon our new visitors how civilized we are. The visitors would ask questions, such as, why we have war? The government would answer by telling the visitors that there were evil humans on the other end of the ocean. The visitors, hearing that, would punch into their computers the following: Earth and humans — hostile to one another. The visitors, having taken samples of our air, water and soil that support all life forms on our planet, questioned us as to why we pollute the air we breathe, the water we drink and the

soil that we seed. The computer print-out would read: Planet earth — subject environment: The humans pollute the air they breath, smog lays over cities sucking oxygen out of the air. Human solution: Provide children with inhalers and elderly with small oxygen tanks. Water samples show poisonous chemicals too numerous to list. Human solution: Treat water with chlorine, told to refrigerate smelly coloured water. Land — Put pesticide in lawns fertilize farms, runoff of pesticide runs into lakes and streams that kill fish, birds and other forms of wildlife. Human solution: Told not to eat big fish, cut down on big portion. Lawns are weed-free and foods are free of insects, the result is pollution. The earth is experiencing violent storms and floods worldwide — solution: Build houses that withstand the winds of 200 mph and move houses back from water.

Summary — The government fired its law enforcement to protect the environment, wants to talk to polluters to

change, doesn't want to get tough on criminal polluters, brought in a clean air bill, then cut all transit funding, refuses to enforce laws. 1,800 died last year because of criminal polluters. Solution — protect big business, lie to the people, build sprawling suburban areas and force more cars onto the road to please business friends.

Conclusion — The humans are burning their rain forests that could provide future medicine for cures. The planet is heating up yearly, humans call it global warming. The lakes and oceans are slowly dying, storms on the planet are getting worse with each passing year. Nuclear waste is building up on the planet which is a grave concern. Humans are in the midst of another nuclear arm race. Destruction of planet if red button is pushed. Certain extinction of human race. Humans are on a collision course with mother nature, facing extinction of themselves. The global clock is ticking. 🍁

Changes In WSIB

By Terry Spence and Garry Murphy,
Service Representatives

R Service Representatives' REPORT



THERE ARE NOT MANY CHANGES IN BILL 99 that are in favour of the injured worker. However, there is one important change that every injured worker must know. The company must submit a Form 7 to WSIB. A Form 7 is a report from the employer notifying the WSIB of a work related injury. More specifically, notice of a worker who:

1. Requires health care.
2. Experiences loss of earnings because they were put on modified work.
3. Continues to require modified work at regular pay but stays on modified work for over 7 calendar days.

The board can penalize companies for late reporting and the company is subject to a \$250 fine. The same fine applies if a Form 7 isn't submitted. At initial entitlement stage of a claim, the board may levy up to three penalties. One for late reporting, one for in-

complete reporting, and one for failing to provide a copy of a Form 7.

Because failing to comply is a Provincial offence, employers may be prosecuted under the Provincial Offences Act. If convicted, they could be liable for a \$25,000 fine or six months in jail or both.

Show this to those arrogant supervisors and superintendents who continually abuse workers. Take their names and telephone the Employer Fraud Line at 1-888-745-3237.

EI Waiting Period

This is just a reminder to keep a copy of your S&A papers if you intend to put a waiting period in for EI while off on SUB. This will save you the cost of getting a doctor to fill in a medical report for EI. ♦

Lindsay At The Hall

By Dean Lindsay,
Recording Secretary, Executive Board,
and Service Representative

R Recording Secretary's REPORT



AS I WROTE THIS ARTICLE I WAS reflecting on how the job as benefits representative used to be compared to being a committeeperson or a member of the Shop Committee.

Having been both a Committeeperson and a District Committeeperson, I know the opposition and confrontation they face daily to force General Motors to live up to the collective agreements.

Benefits have always been different; it was never a confrontational type of setup. When a member had a problem with SUB, insurances or health care, the Company realized that this is important and should be corrected promptly.

There was always a different approach because in most cases the benefit problem was not caused by the employee. It was usually something straightforward that could be corrected with the co-operation of the benefit office.

I have been in the benefits role since 1992 and I have worked with many people in the GM benefit office who have always put the problems of the employee first, people I could count on to fix any problem when they said they would.

For the past year I have noticed a change in attitude at the benefits office. The people

I used to depend on are still there but they have been directed to change the way in which benefits are administered.

Do you remember when there was a benefit office at Gate 5 where you could speak directly to someone about your problem? How about when there was a benefit hot line staffed by four people to promptly answer your inquiry? Now there is only one very hard-working person assigned to answering every inquiry for 16,000 members.

Why the change to the services provided by the Company?

Does the Company not have an obligation to administer and provide service to the people who provide the labour that builds their highly-profitable products?

Obviously upper management do not think so. Take the recent change to the benefit administration for retirees in particular.

The Company has now given the contract for pension administration to a company (Hewitt) that supposedly specializes in benefits.

Your Union opposed this change but we only have a contract with GM. If they choose to outsource salary work we cannot control this.

Throughout the discussion process we were assured that the service would be greatly improved.

Well as a benefit representative who helps retirees with all their benefits I am sorry to say the service being provided to our senior members is appalling. Hewitt has a push-button phone system that is completely unacceptable. It can take 15 minutes to negotiate your way through the "choices," and that's if you can hang on to your patience and not give up first.

The union's pension representatives have reported pension estimates that used to take a week or so now take months. In many cases the information provided is incorrect, causing further delay.

But the most sensitive service which should never have been tampered with is the package made available to the families of our members who pass away.

When a family is dealing with the loss of a loved one and tries to notify GM so they can make the necessary arrangements, it is incredibly frustrating to be unable to talk with anyone. This is completely insensitive. I have personally been called by five families for assistance, three of whom have been waiting three months to finalize the affairs of the deceased.

I called senior benefit representatives still with GM only to be told they are "working out the bugs" in the system, and

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Durable Medical Equipment Benefits

By Don Thompson,
Insurance Representative and
Doug Crough,
Alternate Service Representative

Alternate Service Representatives' **R**EPORT



FOLLOWING IS THE CONTRACT language for GM employees' benefits:

(1) Prosthetic Appliances

When obtained from a provider by a covered person on the advice in writing of the attending physician,

benefits will be payable on a usual, reasonable and customary charge basis for external Prostheses and orthotic appliances which replace all or part of a body organ (including contiguous tissue) or re-

place all or part of the functions of a permanently inoperative or a malfunctioning body organ. Benefits shall also be payable for the replacement, repairs, fittings and adjustments of such devices. To be covered under this benefit, however, the advice in writing of the attending physician must include a description of the equipment as well as the reason for use or the diagnosis.

(ii) Included in the external prostheses and orthotic appliances for which benefits shall be payable are:

(aa) Artificial arms, legs, eyes, ears, noses, larynxes, prosthetic lenses (for people lacking an organic lens or following cataract surgery); aniseikonic lenses; above or below knee or elbow prostheses; external cardiac pacemakers; terminal devices, such as a hand or hook whether or not an artificial limb is required.

(bb) Rigid or semi-rigid supporting de-

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Local 222 President Mike Shields made a special trip to Cobourg on April 9 on the occasion of Ellen Pierson's 100th birthday. Known as "Nellie" when she worked in Wire & Harness, Ellen retired in 1964 with 43 years service. She continues to be an avid reader of the Oshaworker and advised Mike to tell everyone "not to give up the fight."



Lindsay At The Hall

Recording Secretary's Report — Continued from page 12

that "people will have to wait." No apologies offered.

Retirees made this Company the profit-leader it is today in the world. They keep saying their "core business" is cars, but the true "core" of this corporation is its employees, present and past.

We will not leave bargaining this fall without major gains to the benefit agreements and now we know we must demand restoration of the services that GM should provide when you have a problem with any benefit.

In my opinion we should brace ourselves for this fight. Only after many weeks on the picket line will we make the Company fulfill these obligations.

Resolutions To Collective Bargaining Conference

On a related note, as Recording Secretary of Local 222 I forwarded 22 resolutions to the upcoming CAW Collective

Bargaining Conference, June 3-8, 1999.

These resolutions have been passed by the General Membership, and address a number of issues that will change the policies of the CAW in bargaining, and the resulting collective agreements.

It should be noted these are only resolutions to be debated. They are not indicative of our final demands. Our total number of demands will possibly reach over 500 by the time bargaining rolls around.

Changes To Green Shield

I reported in my last article that Green Shield is now covering the soft lens required after cataract surgery. I now have the proper forms required, contact me if you need one. This form isn't absolutely required by Green Shield. You can submit a letter from your eye doctor outlining the procedure that was done, which eye was involved (or both) and attach a receipt.

We have had many inquiries on this and all of them have been paid.

Another addition to Green Shield benefits, and this is a serious issue for many, is the coverage now available under our drug plan for Viagra. I have the forms required for this, as well as the details of the strict criteria under which it is obtained.

I would like to stress the confidentiality of any inquiries made to my office. Green Shield assured me that only three individuals in their office are assigned to Viagra requests, the two pharmacists and the data entry clerk. If you would like me to send the information on Viagra to you, please call me at the Hall or email me at deancaw@idirect.com.

I want to thank those who have been using email to reach me. I always look forward to hearing from you and answering your inquiries.

Until next issue... 🍁

Durable Medical Equipment Benefits

Alternate Service Representatives' Report — Continued from page 13

vices (such as braces for the legs, arms, neck or back), splints, trusses; and appliances essential to the effective use of an artificial limb or corrective brace.

(cc) Ostomy sets and accessories, catheterization equipment, urinary sets, external breast prostheses (including surgical brassieres) and orthopedic shoes (when used as an integral part of an orthotic appliance).

(dd) Wig or hairpiece, including duplicates, when hair loss is due to chemotherapy or radiation treatment, alopecia (excluding the following natural non-medical conditions causing hair loss; luminaris, male pattern baldness, premature, senilis and totalis), hypothyroidism, traumatic scald and scalp fungal infection.

(iii) Exclusions from this benefit (e)(1) include, but are not limited to:

(aa) Dental appliances, hearing aids and, except as provided above, eyeglasses;

(bb) Non-rigid appliances and supplies such as elastic stockings, garter belts, supports and corsets.

(2) Durable Medical Equipment

When obtained from a provider by a covered person, benefits will be payable on a usual, reasonable and customary charge basis for the purchase or rental of durable medical equipment, subject to the following:

(i) The equipment must be:

(aa) prescribed by a licensed physician;

(bb) reasonable and necessary for the treatment of an illness or injury, or to improve the functioning of a malformed body member;

(cc) able to withstand repeated use;

(dd) primarily and customarily used to serve a medical purpose;

(ee) generally not useful to a person in the absence of illness or injury; and

(ff) appropriate for use in the home.

(ii) The rental price of the durable medical equipment shall not exceed the purchase price. The decision to purchase or rent shall be based on the physician's estimate of the duration of need as established by the original prescription.

(iii) When the durable medical equipment is rented and the rental extends beyond the original prescription, the physician must re-certify (via another prescription) that the equipment is reasonable and medically necessary for the treatment of the illness or injury. In the event the re-certification is not submitted, benefits will cease as of the original duration of need date or (30) days after the date of

death, if earlier.

(iv) When the durable medical equipment is purchased, benefits shall be payable for repairs except that routine periodic maintenance is excluded.

(v) Included in the durable medical equipment for which benefits shall be payable are:

(aa) Hospital beds (with or without mattresses), rails, cradles and trapezes;

(bb) Crutches, canes, patient lifts, walkers and wheelchairs;

(cc) Bedpans, commodes, urinals - if patient is bed confined. Portable toilets, in lieu of commodes, will be eligible for a patient who has otherwise qualified for a commode;

(dd) Oxygen sets and respirators (If the prescription is for oxygen, the physician must indicate how it is to be administered and what apparatus is to be used.)

(ee) Decubitus (ulcer) care equipment, dialysis equipment, dry heat and ice application devices;

(ff) IV stands, intermittent pressure units, neuromuscular stimulants, sitz baths, traction equipment, vapourizers and standard whirlpool baths;

(gg) Raised toilet seats for all medical conditions;

(hh) Soft casts to a maximum of \$30 per cast;

(ii) Reusable underpads for wheelchairs to a maximum of 6 per year;

(jj) One pair of custom made corrective footwear per year (excluding off-the-shelf orthopedic foot wear) to a maximum of \$750 per year;

(kk) Disposable diapers and cloth diapers for all incontinent persons;

(ll) Geriatric chairs on a one time basis to a maximum of \$2,000;

(mm) Bath tub rails up to a lifetime maximum of \$100.

(vi) Exclusions from this benefit (e)(2) include, but are not limited to:

(aa) Deluxe equipment such as motor driven wheelchairs and beds, except when such deluxe features are necessary for the effective treatment of a patient's condition and required in order for the patient to operate such equipment without assistance;

(bb) Items that are not primarily medical in nature or are for comfort and convenience (e.g., bed boards, overbed tables, adjust-a-bed, bathtub lifts, telephone arms, air conditioners, etc.);

(cc) Physicians' equipment (e.g., infusion pumps, sphygmomanometer, stetho-

scope, etc.);

(dd) Disposable supplies (e.g., disposable sheaths and bags, elastic stockings, etc.);

(ee) Exercise and hygienic equipment (exercycle, Moore wheel, bidet toilet seats, bathtub seats, etc.);

(ff) Self-help devices that are not primarily medical in nature (e.g., elevators, sauna baths, etc.); and

(gg) Arch supports.

(f) Limitations on Coverages

Covered prosthetic appliance and durable medical equipment expense does not include and no benefits are payable for:

(1) Prosthetic appliances or durable medical equipment furnished for any condition, disease, ailment or injury arising out of and in the course of employment;

(2) Charges for prosthetic appliances or durable medical equipment for which no charge is made that the covered person is legally obligated to pay or for which no charge would be made in the absence of Prosthetic Appliance and Durable Medical Equipment Benefits coverage;

(3) Charges for prosthetic appliances or durable medical equipment (or items or special features related thereto) which are not necessary, according to accepted standards of medical practice, or which are not ordered or prescribed by the attending physician;

(4) Charges for Prosthetic appliances or durable medical equipment which do not meet professionally accepted standards, including charges for any such appliances or equipment which are experimental in nature;

(5) Charges for prosthetic appliances or durable medical equipment received as a result of disease, defect or injury due to act of war, declared or undeclared;

(6) Charges for prosthetic appliances or durable medical equipment from any governmental agency which are obtained by the covered person without cost by compliance with laws or regulations enacted by any federal, provincial, municipal or other governmental body;

(7) Charges for any prosthetic appliances or durable medical equipment to the extent for which benefits are payable under any health care program supported in whole or in part by funds of the federal government or any province or political subdivision thereof;

(8) Charges for the completion of any insurance form. ♦

Be Prepared, Save Some Money!

By Pat Blackwood,
Skilled Trades, District #10 Committeeperson

ON APRIL 21 AND 22, 1999 THE entire shop committee was out of the plant to go over the Local Agreement and prepare for Local negotiations. Your skilled trades shop committee has already had two days out of the plant as well, to prepare our skilled trades demands. Sometime during the next month, I will be sitting down with the committeepople in District 10 and going over our working condition letters. We have yet to hear from the Company about opening local negotiations early for trades.

With the Company recently realigning their labour relations department, I do not believe the Company will be able to sit down early on local talks. The Company has returned to Plant Labour Relations, rather than a Regional Structure. This is how labour relations used to be in 1989. Every 10 years it seems, GM likes to change things. This works out well for myself, as I was District under the old system, and also know why the Company changed to Regional back in 1991.

Master Negotiations

The Master Skilled Trades Committee has requested a meeting with General Motors management to discuss the problems we are encountering with Appendix "R". We have meetings set up for May 18 and 19. There is no doubt, unless we find common ground, this language will be a major stumbling block in 1999 negotiations.

No News On Delphi

We have not had a meeting with the Company on Delphi, since the Company announced their intention to spin Delphi off from General Motors.

The Shop Committee has met with

Buzz Hargrove, and we are all going in the same direction. We expect our Delphi members to remain under our Master and Local Agreements.

The Shop Committee has had some correspondence with the Company, and they know our position!

Prepare For 1999

Nobody ever wants to strike, and prior to entering bargaining one should be optimistic about achieving a settlement without a strike.

Unfortunately, we are dealing with the most arrogant corporation of the Big Three, and one that has not learned any lessons from the 54 day strike in Flint this past summer. It is only because of these facts, plus the long list of issues facing us like Delphi, modular production, local issues such as hours of work, working conditions, and backlog of grievances dating back to prior to 1996 bargaining, that we must be prepared for a strike.

It would be wise if the membership saved some money for a "possible confrontation" with General Motors. You can rest assured the Company will be prepared, and will have an inventory of product in the field.

The issues with General Motors, are not only limited to the CAW, but also the UAW in the States. UAW President Stephen Yokich has taken "modular production" talks away from the locals, and they have halted local negotiations where the Yellowstone project are slated. The UAW's top brass fear local union leaders are willing to give up too much, too soon, to keep local jobs and prevent workers from relocating to other GM sites. Yokich has said "modular" is another word for outsourcing.

R District #10 REPORT



Layoff Update

We are still experiencing a shortage of work on construction, although all indications are the work will soon be coming, as projects are approved like the tank farm, quality audit building expansion, and sprinkler jobs. As work picks up we will see the return of the laid off tradespeople.

Under Appendix "R" planning section, management will meet semi-annually with the Union. This is one area of Appendix "R" that the company does comply with, and we have our semi-annual meetings set up for the week of April 26, 1999.

Here are the latest layoff numbers as of April 19, 1999:

	Temps (at work)	Layoff
Electricians	15	15
Carpenters	1	2
Machine Repair	23	19
Patternmakers	0	11
Pipefitters	2	10
Tool & Die Designers	0	7
Tinsmiths	8	—
Tool & Die	33	64
Drafting Technician	0	1
	73	130

These numbers are always changing, and your shop committee of John Scanlan, Pat Blackwood and John Gibb are continually trying to get laid off tradespeople back to work!

In Closing

Remember if you have a problem, first see your supervisor, then call your committeeman. If you still need assistance call me at 644-3780. 🍁

Employee Counselling Program

Located in the former GenAuto Building at Wentworth Street east of Park Road,
Union Counsellors work in confidence to assist you and your family
to solve any type of problem.

This program is available to spouses and retirees.

Your Union Counsellors



John Taylor
644-4283



Steve Bobas
644-4282

And The Survey Says...

By Jim Hoy,
District #4 Committeeperson

More Discipline

I PERSONALLY EXPERIENCED ONE of the greatest abuses of the collective agreement, the disciplinary procedure and management conduct that I could imagine. One of our brothers was put on notice after returning **Early** from a sick leave of absence even though he provided the company with not one, but two doctors' notes stating that he had been unfit for work.

Management proceeded with the disciplinary interview while they were on night shift and the foreman announced to the committeeman that he was planning to discharge the worker. Needless to say the committeeman immediately called me at home. While I was on the phone I could hear every word that was being said. The committeeman asked the supervisor what was wrong with the doctors' notes that had been provided. The supervisor said that he didn't know, that Labour Relations had told him they were no good and that he should fire the worker. The supervisor didn't even have copies of the notes! The committeeman then asked the supervisor if he was willing to discuss a resolve to the situation and the supervisor said he was not, since he was under orders to discharge the worker. He then fired the brother even though it was completely predetermined and he didn't know why he was firing him!

We had a Special Third Step Meeting to discuss the grievance. At the meeting the foreman denied saying that he didn't know what was wrong with the note. He even denied saying that he was not willing to look at a resolve and said that he would have considered one. In other words he lied his way through the entire meeting. The supervisor of labour relations who is supposed to be an impartial third party looking at the grievance wisely decided to remove the discharge from the worker's record without substituting another piece of discipline in its place. In doing so he was admitting that the company had screwed up the case from start to finish. However he refused to pay the worker for the time he had been on the street on discharge. I still can't understand how the company can discharge someone, decide that it was wrong after being confronted by the ridiculous lies of the supervisor involved, but not pay the person for the time

he was wrongly discharged. The grievance is still in process, but given the speed of our grievance procedure in Oshawa, I won't expect an answer in the near future!

I have been privileged to represent the membership for many years and over that time I have seen a lot of abuse on the part of the Company, but I can honestly say that I have rarely been as shocked by their actions as I was with this case. I have finished reading and documenting the hundreds of contract demands that you submitted over the last two months, and many of you raised demands that related to stopping this kind of abuse.

Contract Demands

Eleven people submitted demands related to generally improving the working environment in the plant, with one person saying that he wanted to be treated like an adult instead of a child. Five people suggested that there be a management code of conduct, with enforced discipline for supervisors who violate their obligations. Seven people demanded better communications between employees and management, with one of those people suggesting paid one hour per week meetings.

Eight people suggested language to ensure the end of frivolous discipline, such as disciplining people due to poor weather conditions and ensuring that management must be able to prove their charge before issuing discipline. One person suggested that there be time limits put in place for doing discipline when someone is put on notice, such as by the end of the following shift. Seven people made demands about improving the grievance procedure, including ideas such as mandatory time limits and financial penalties when management violates the grievance procedure.

One hundred and six people made demands regarding the car plant's doctor's note policy, ranging from prohibiting the policy altogether to making the company pay for any required notes to putting in place sick days so that notes are not required. Ninety people demanded language in place to end the harassment of being phoned at home if they have called the absentee number. Ninety people wanted guaranteed or easier access to their PAA hours when reasonable notice

R District #4 REPORT



is given. One person suggested language in the agreement that allows for a percentage of human error, reducing the discipline for missed work.

Four people wrote about ending the stickers, dots, markers and visual inspection of other people's work and the discipline based on this system. As all four people said, inspectors should inspect, not line workers. One person demanded a guaranteed right to go to the bathroom during working hours if necessary. One person demanded that televisions be allowed back in the plant. Eighty-three people demanded a guaranteed right for all workers to have reading material at their work stations.

Eighty-seven people demanded that supervisors not be allowed to work on the line for any reason. Eighty-three people demanded that they be given full range of treatment at First Aid without fear of reprisal for reporting accidents.

One hundred and ten people submitted the demand that there be no mandatory overtime of any kind. Fifteen people demanded that we receive greater notice of overtime, with the minimum suggested being two days notice. Four people suggested financial penalties for last minute cancellation of overtime. Fifteen people demanded no overtime on night shift or on the second week of night shift. Eighty-five people suggested that there be no overtime while people are on layoff. One person suggested that there be no overtime during the summer. One person suggested no overtime on the weekend of the Local 222 picnic, and three people suggested paying double time for all overtime hours worked.

Ninety-two people suggested that the Local Agreement be signed prior to the conclusion of negotiations or before the Master Agreement is signed to ensure that local issues are dealt with. Eighty-three people believed that all grievances should be dealt with before the agreement is signed.

Five people believe that we should have the right to strike during the life of the agreement, for just cause or when management violates the agreement. Three people believe that we should send

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Two Months' Update

By John Gibb,
District #12 Committeeperson

R District #12 REPORT



I MISSED THE LAST ISSUE OF THE *Oshaworker* as I was out of town. However this report will bring everything up to date.

In South Stamping, work that was supposed to go out has now been held, and more tool and die have been held back from layoff as a result. This is a constant problem due to the car plant asking for unreasonable time lines on engineering changes. Your committeepersons are on top of any possible outsourced issues and together we are scratching for every hour we can get.

Where Will It End?

We attended the CAW Council at Port Elgin. This body gives all Districts and Chairmen the exposure to Ford and Chrysler union people and a chance to discuss our mutual problems. And, also to discuss the upcoming negotiations. The National Union rolled out General Motors new project called "Yellowstone." This is a program that will have a profound effect on the auto industry and on how we build vehicles today. It is thought that this type of modular building of vehicles will create major job losses in the Big Three, while increasing lower paying jobs in the supply plants. What modular build means is for instance, today we get the frame brought in with wheels, exhaust, gas lines and tank and harness already done. This is called a

rolling chassis. We drop on the box that is made in one of the campus plants, the cab is next, in effect reducing our input to between eight and ten functions per vehicle. This style called a campus, means smaller plants around and inside General Motors property. We in Oshawa have and are partially there today with Lear Seating, Mackie, Auto Modular, Delphi and Peregrine. These plants man up, get the product out to General Motors specifications, then General Motors gives us notice that they will outsource. With Document 12 buy-outs attached, and if not enough people take the buy-out they lay off. We have witnessed this already in Oshawa at Peregrine, who have hired 500 new employees while we have over 500 people on lay off who used to work for General Motors. This is a very effective way of General Motors reducing costs while getting rid of older workers who have nowhere to go. The big dollar auto jobs are gone although the CAW still in most cases represent the workers in the new plants. Many people see this as a conflict of interest, in the sense of where does their loyalties lie when jobs that we have historically done are gone to folks that are now brothers and sisters who are sitting in our union hall as members. I understand that job security cannot be guaranteed in a market economy. However these jobs are guaranteed in order to build vehicles, but some-

one else will have them. There was also some discussion on full utilization of vacation time. This was endorsed by the National. We also had a presentation by Ron Harbour of the Harbour Report. This is an independent auditor of sorts for the auto industry. I was happy to hear that both our car plants and truck plant are high in all aspects looked at by Harbour also our stamping plant is top of the Big Three in hits per hour and die changes.

New Ground

We had an agreement with 49c to use all electricians on a four day schedule that included Thursday, Friday, Saturday, and Sunday. This seemed to work well for several weeks but has now come to an end. At the time of writing 14 electricians will be going to the street on layoff. We also have several MR's on this shift in truck plant to do a specific job of tool validation. This appears to be going well as I have heard no complaints. We hope to have this expanded.

Transfer Time Again

We have had a ruling on a case that was before the Labour Board filed by a trades person in my district. Both John Scanlan and myself defended this appeal, which was dismissed by the Labour Board Judge Madam I.M. Stamp. This case if upheld would have seen an end to the anniversary transfers. In any case it was dismissed and the transfers are still with us. By the time this is printed most of the moves will have taken place. To all those that will be coming into my district, welcome. Give me a page at *97 6614 so I can meet you personally.

Labour Relations

There has been a shake-up in Labour Relations and we are not sure who will be taking care of what for Skilled Trades. I feel coming into negotiations, the company is trying to circle their wagons.

Department 39

This is a department not unlike 49R in construction except it is tool and die. The company created this department without any objection from districts and the chairmen of the day and as a result we

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And The Survey Says

District #4 Report — Continued from page 16

management a message by refusing to sign an extension agreement on September 21, even if GM is not the strike target of the National Union.

All of these demands are related to the general working environment in the Car Plant and are a reflection of the abuse that Car Plant management have heaped on the membership for the past few years. Some of the issues are considered to be "master issues," which means that they will be dealt with by the National Union and the Master Bargaining Committee. However, the Local 222 Committee has a strong voice in these issues. The issues that can be dealt with locally will be. I have already drafted District Letters to deal with a number

of these issues and I believe that the Car Plant Shop Committee is dedicated to holding management accountable for their actions toward the membership.

I received a total of 5,263 demands from you relating to everything from shift hours to the physical working conditions in the plant to pensions and benefits. In next month's *Oshaworker*, I will continue to break down the remaining demands so stay tuned. Every demand has been read and has value, from the one person who made a request for better quality toilet paper to the 165 people who demanded a reduced age/service formula for full pension. Thank you all for your input and support. ✱

Building The Relationship

By Chris Buckley,
District #7 Committeeperson

IN THE APRIL ISSUE OF THE *OSHA-worker* I referred to a suspension that was assessed to one of our Brothers working in Department 83 for the way sealer had been applied. The company claims this created a water leak that was caught in the audit. We all know there has been an increased focus on quality since the last J.D. Power results and while I do agree that producing a quality vehicle is a vital ingredient to ensure a plant's success and to secure our Membership's future, the current way that management are going about it has me worried.

Myself and the entire Committee have continually attempted to pound that message into management's heads but it's not sinking in. GM management for the sake of all our futures must realize that you can't treat our Members this way and expect us to be enthused and produce a quality product.

During any meetings we have had with this company they have constantly told us how much better the competitors are compared to us but in my opinion this corporation is pointing the blame where it does not belong. They should be looking in the

other direction, that being the salaried side of the house as they are the ones responsible for running this business over the years and maybe these high-priced executives were too busy laying around enjoying their fat salaries while the competitors were getting their specifications together. Unfortunately when a company is looking at laying blame the first place to point the finger is in the direction of labour.

GM might want to change their strategy to reflect the way a hockey team is run, as when the team is not performing as well as is expected the first to be fired is the coach. What's sad about this whole situation is that the only time this company takes our concerns seriously is when their plants are not building product. I hear that the next J.D. Power results are due to be out the week of May 3, so we will see if treating our Membership like crap has boosted the ratings.

Since the Flint strike last summer the company has claimed they want to build on their relationship with their employees and the Union, a relationship that is based on respect and trust. Let me give you an example of their attempt at building this trusting relationship. It was

R District #7 REPORT



brought to my attention that on the night shift of April 9 management within Department 85 intentionally disconnected two wire harnesses that lead into the car doors and slid the black rubber sleeve back over in order to see if they would be detected in the electrical test. I am pleased to report that both acts of entrapment were caught and repaired when run through our tests, but I am disgusted that management would go to such low, sleazy levels to confirm if operations were being performed. During a meeting with the plant manager and the personnel director I raised this issue and both condoned this act on behalf of management.

This is the type of mentality we currently have operating our plants and it's as such as this that make it difficult to build on that "trusting relationship". My advice to our entire Membership is to take the time you are allowed to perform your operation and if you detect any fault with your assignment raise it with your supervisor immediately in order to prevent yourself from

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Two Months' Update

District #12 Report — Continued from page 17

have a hard time putting rules in place that helps prevent the company from treating people as it has since this department came into being. They are in and out like a fiddlers elbow. The committee people and I met with Scott Anderson on several issues in this department, outsourcing meetings, old and out dated equipment and requisitions. It was a positive meeting, I await the results. Ron Black will start the meetings again on a regular basis and hopefully we can put some rules and walls around department 39 that will give a little more security than we have today.

Arbitration Case

John, Pat and I attended an arbitration case in St. Catharines. The issue is none other than appendix "R" fully utilized. In essence the day was taken up with the companies primary objection that the union should have taken every

grievance individually rather than a policy grievance. Should the arbitrator rule that the individual grievances should be pursued, the issue will never get settled. This appendix has caused nothing but problems in General Motors. Every paragraph of this vague appendix will have to go in front of an arbitrator. Also General Motors have not gone out of their way to make it work. This needs to be in trades our #1 issue at bargaining and not left the way it was in 1996 with more holes than swiss cheese. This issue goes to job security and our right to own the work. The arbitrator has thirty days to decide on the grievance issue, then the grievance will move ahead or not.

Truck Plant Leaflet

It had become necessary to put a leaflet into the truck plant body shop due to general supervisor Gavin Watts and his arrogant stand against his own

people by insinuating he could ask whoever he wanted for overtime regardless of the agreed to overtime agreement. In his opinion, individuals greed would allow him to do whatever he wanted. Well let me say that you have shown the opposite. Those who told the supervisor to go ask the low man first are to be commended. Together we can make "our" workplace fair and equitable and a better place to spend eight hours a day in. From your shift committee people and I, we thank you for your support.

In Closing

As we go into summer months, there will be more and more demands put on us as your top committee. While out of the plant your support and the support of the skilled trades committee, who I must say are working well together, is all important. We are only as strong as your support allows us to be. 

Work Overload – Enough Is Enough

By Keith Osborne, District #11 Committeeperson

HOW MUCH TIME IS ENOUGH time? How much work can they actually put on a job before we can say enough is enough? Life seemed to be simpler before the company went to standard data. We used to get a watch, time the operator and negotiate with General Motors engineers to work out a resolve that in most cases satisfied both parties. Well those days are gone and now we rely on books filled with documentation called standard data. They will tell you that they timed thousands of workers of various age groups and sizes and came up with a standard that was the average time it should take you to perform a designated task. They fail to tell you that a lot of this data came from data compiled in the era of piecework.

For those of you who do not know how piecework worked, you were given an as-

signed task of, for argument's sake, screwing a screw into a piece of metal 50 times. The established rate for this would then be 50 screws installed in an hour. If it took you more than an hour you would still make your day rate, but if you were an all-star and did 75 screws in the hour you would receive a higher rate for this hour's work. In other words, you could be working at 150 percent and compensated for it.

Management could then see first-hand what an employee was capable of doing and thus after compiling this information standard data was born. Once corporations saw the capabilities of its workers they eliminated piecework and set a standard for the job.

So keeping the above in mind, I do not put much faith in the standard data. I believe it was compiled under false pretences and thus should be challenged. At

R District #11 REPORT



General Motors we work under two systems, one being the drag chain and the other being the AGV system.

Let's first look at the drag chain. The company establishes your work area and measures the time they can utilize before you are maxed out. In the Truck Plant it is 95 points, a point being six tenths of a second. They instruct their IE department that are generally engineers on contract to GM to put as much work on this job as they can to reach the 95 point maximum. You must then review the standard data to ensure that the proper table or chart was used. For

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Company Still Playing But It's Not Fun And Games

By Doug Sanders, District #6 Committeeperson

MANAGEMENT ARE UP TO their games again and eliminating more jobs, even if it means changing the start and stop time of departments.

In the 68C CARE dept. the start time has now been changed to 6:48 a.m. days and 4:48 p.m. on nights, and the first break will be two hours after your start, or at 8:48 a.m. on days and 6:48

Plant 2 CARE Dept. Shift Times

	Day Shift	Night Shift
Start	6:40	16:48
First Break	8:48	18:48
Lunch	11:00	21:00
Last Break	13:30	23:30
End	15:18	01:18

p.m. on nights. At the end of the shift the stop time will be 3:13 p.m. on days and 1:13 a.m. on night shift. There are many problems that we must deal with besides the reduction in manpower.

The 69B drivers have now got two start times, at 6:30 a.m. and 6:48 a.m. on days, and 4:30 p.m. and 4:48 p.m. on night shift. The Union is looking at the jobs being canvassed so the senior em-

R District #6 REPORT



ployees get to choose their preferred shift times. There have been ongoing problems with the different break periods.

Department 66

There was a meeting held on Shift 2 in regards to a number of issues that were raised including layoffs, overtime, flow rights, start-up times, and others. This is all about the talk of the booth going to a steady night shift. The Union had a few discussions. We are not in favour of any jobs being eliminated.

We have had discussions regarding Summer Vacation Replacement and it looks like this is a possibility for this year.

As an aside, I'd like to thank all the members of the Education Committee for the opportunity to work with them over the past three years. I thoroughly enjoyed the experience and wish the new committee all the best in the future. You do great work!

Until next time I'm only a call away! 🍁

Building The Relationship

District #7 Report – Continued from page 18

being disciplined. What a terrible way to have to work each day, not knowing if management are trying to set you up in order to make themselves look worthwhile in their supervisor's eyes.

Unfortunately discipline within our District continues to be handed out at an alarming rate. It would lead one to believe that maybe a supervisor receives

a little extra in their paycheque for every piece of discipline they deliver.

In closing, with the plant's plans for further reductions, it will create the flow and reassignment for some of our Members. I would like to welcome any Members who have recently entered into District 7 and if I can be of any assistance please don't hesitate to contact myself. 🍁

Standing Committees Elected

By John Redko, Retirees' Chapter President

THERE WAS A SMALLER GROUP in attendance at the last membership meeting. With two meetings left we will be electing delegates in June to Port Elgin Retirees Conference in September.

USCO and National Pensioners will have delegate elections divided over the remaining months.

Standing Committee elections took place May 12:

Recreation — Bill Stacey, Bart MacNeill, Bob Phinney, Bob Bittorf, Ken Cobb, Al Mitchell

Publicity — Bill Stacey

Sick & Visiting — Pat Bell, Chairperson, Paul Kawzenuk, Gerry Topham

Election — Moe Wood, Gerry Topham, Bill Clark, Ken Cobb, Paul Kawzenuk, Frank Locke

Environment — Roy Fleming, Chair-

person, Ray Smith, Bart MacNeill, Russ Rak

Organizing — Bill Stacey, Paul Kawzenuk, Bart MacNeill, Russ Rak

Resolutions — Ken Cobb, John Sinclair, Gerry Topham, Paul Kawzenuk, Joe McCloskey

Elected to the CLC Convention, Brothers Art Field and John Redko.

We urge our Brothers and Sisters to support the NDP candidates in the forthcoming Provincial election. We didn't do too well with interested retirees calling in for the medication awareness program. You will have to start calling in on the phone. It is worthwhile.

Yours truly attended the Family Auxiliary Birthday Party to extend congratulations on behalf of the Retirees Chapter.

The food donation for the Easter Drive fell short of its goal. I have asked our



Brothers and sisters to help when they are in the area of the Hall. We have a box there all the time, it looks lonesome.

Retirees Picnic in June, Brother Stacey has the details in his section.

Several Brothers have applied for reimbursement of the cost of lenses when you have had cataract removal. Those of you who are unaware, call the service reps at the Union Hall or come down (and bring something for the food drive) and the service reps will help you with the paperwork and mail it away for you.

I urge you to come out to the meetings and take part in the discussions, or just listen. They do get lively at times. 🍁

We Shall Remember

John M. Jenkins	March 18, 1999	Retired	Arnold W. Reid	March 28, 1999	Retired
David Grieve	March 20, 1999	Retired	George W. Stark	March 18, 1999	Retired
Daniel Normoyle	Feb. 13, 1999	Retired	Donald G. Wilson	March 1, 1999	Retired
Keith Pringle	March 23, 1999	Retired	Arnold M. Wright	March 19, 1999	Retired
Stanley McCullough	March 28, 1999	Retired	Lenard C. Carlson	April 6, 1999	Retired
Edward J. Lesnick	Feb. 27, 1999	Retired	Allie G. Allen	April 9, 1999	Active
George C. Barrett	April 13, 1999	Retired	Walter K. Schneider	Feb. 28, 1999	Retired
Charles R. Beatty	March 25, 1999	Retired	Harold M. Sriver	April 14, 1999	Retired
Glen C. Canniff	March 18, 1999	Retired	Bradley J. Simms	April 16, 1999	Retired
Frederick "Rick" C. Jones	March 28, 1999	Active	Lee Lenartowicz	April 15, 1999	Lear Active
George E. Pidduck	March 14, 1999	Retired			

Work Overload - Enough Is Enough

District #11 Report — Continued from page 19

example, there is a different established time to install a self tapping screw than it is to install a regular screw. To finger start, a bolt could be two or three turns. All these elements must be challenged.

The problem the company has with the drag chain, is getting as close to 95 points as they can without going over. You may also be on an option job where certain models are over line speed but the previous job was not maxed out so they want you to anticipate this and begin working on the overloaded job ahead of time.

AGVs are a different animal altogether, they work on lights. The company through the IE department can establish the task to be performed and adjust the lights accordingly. For example, if it takes

98 points per standard data to do the job, they can have the lights come on at exactly 98 points. The computer in their office will track the workers performance and record his times on each job. They have even gone as far as utilizing the worker's shuttle time to gather parts and grab tools. The shuttle time is the time it takes for the AGV to come into your spur.

Another problem we face is the averaging. If for every eight parts you use you must move a pallet the company will calculate how many times you do this and add an additional point or so to each job. The problem with this method is that you cannot bank time every eight jobs or whenever you are required to move this dunnage this particular job will be late.

As we approach negotiations, we must address the work overload issue. Our workforce is older and it will be physically impossible to work here for 30 years and leave in good health.

I do not believe that as statistics say that our lost time injuries are the lowest they have been in years. The only reason that statistics are revealing that is that the company is denying every compensation claim that is filed. They offer them modified work and immediately put pressure on them to return to their regular jobs. This generally results in a temporary restriction becoming a permanent one as the worker becomes discouraged and works with pain.

Until next time... 🍁

Celebrating 62 Years!

By Jackie Finn,
CAW Family Auxiliary #27 President

CAW Family Auxiliary #27 REPORT



CAW FAMILY AUXILIARY #27'S 62nd Birthday Banquet was a huge success.

Head table guests who brought greetings were Oshawa Mayor Nancy Diamond and her husband Fred; Sister Cheryl Kryzaniewsky, director education and women's programs CAW Canada and her husband Chris; Brother Mike Shields, President of Local 222; Brother Dave Broadbent, Secretary Treasurer of Local 222 and his wife Sharon; Brother Bill Harford, President of Durham Region Labour Council and his wife Brenda; Brother John Redko, President Retirees Chapter Local 222 and his daughter Janine; Sister Phyllis Clarke, Vice President Auxiliary #27.

We had 128 in attendance, great show for our membership. Sister Sandy Carricato, who works with our auxiliaries at the CAW education centre in Port Elgin, was also in attendance with her husband Joe.

Sister Phyllis Clarke presented the two 25 year rings. The recipients were Sisters Anne Imeson and Kaye Heath.

Sister Phyllis Munroe, recording secretary, gave an outline of all the activities our Auxiliary has done this past year. Sister Lynn Rak presented the list of donations that we give to our community and other areas:

Donations Apr. 1, '98 - Mar. 31, '99

Christmas Donations:

Simcoe Hall Settlement House

Food Bank	\$400	
Food Vouchers	\$300	\$700
Oshawa Giant Seniors Christmas Party	\$500	
Fairview Lodge Christmas Shopping	\$400	
Hillsdale Manor Christmas Shopping	\$400	
New Horizons - Christmas Dinner	\$400	
Denise House	\$400	
St. Vincent's Kitchen	\$400	
Destiny Manor	\$400	
Cornerstone Community Association	\$400	
Bethesda House	\$400	
Hospital for Sick Children	\$400	
The Ark	\$400	
Whitby Mental Health Centre		
Wish Tree Bulbs	\$100	
Sharon's Kids Volunteer Lunch	\$100	\$5,400

Bursary Awards

Monsignor John Pereyema	
Catholic High School	\$250
Paul Dwyer Catholic Secondary School	\$250
Central Collegiate	\$250
G.L. Roberts Collegiate	\$250
Donevan Collegiate	\$250

Eastdale Collegiate	\$250
O'Neill Collegiate	\$250
R.S. McLaughlin Collegiate	\$250
Durham College	\$250
Durham Region Labour Council	\$2,250
Tom Simmons Bursary Fund	\$500
Labour Day Parade	\$500
Labour Review - 1/4 Page Ad	\$294.25
	1,294.25

CAW Social Justice Fund -	
Hurricane Mitch Relief	\$1,100
The Ark Youth Hostel	\$500
Adreno Leukodystrophy Society	\$500
J.B. Fields Workers - Trenton	\$500
CAW Local 4281 - Chateau Montebello	\$500
Kidney Foundation	\$400
New Horizons - Summer Trips	\$300
Oshawa/Clarington Community Living	\$300
Oshawa School Patrol Program	\$300
Arthritis Society	\$200
Cystic Fibrosis Foundation - Durham	\$200
Children's Wish Foundation	\$200
Canadian Cancer Society	\$200
Arthritis Society	\$200
Sunrise Youth Group	\$200
Frontenac Youth Services	\$200
Alzheimer Society Durham	\$200
Ronald McDonald House	\$200
Durham Distress Centre	\$200
United Way through Labour Council	\$200
Durham Region Lung Association	\$200
Hospital Chaplaincy Assoc. (Oshawa)	\$200
Easter Seals Telethon	\$200
Heart & Stroke Foundation	\$200
Save-A-Family Plan - India	\$180
Oshawa Ringette Association -	
Tournament Ice Time	\$107
New Horizons - 50/50 Draw Proceeds	\$105.90
Simcoe Hall Settlement House -	
Day Camps	\$100
Big Brothers - Bowl-a-Thon	\$100
Durham Regional Police -	
Torch Run for Special Olympics	\$100
Rose of Durham	\$100
Durham Region Coalition	
for Social Justice	\$100
Eastern Women's Network -	
Women's Day Breakfast	\$80
Huntington's Society - Amaryllis Bulbs	\$60
In Lieu of Flowers -	
Heart & Stroke Foundation	\$55

TOTAL DONATIONS \$17,432.15

Three of our Sisters received 50 year plaques, what an accomplishment! Those Sisters were Rose Ellis, Vi Coolidge and

Lill Brand.

Special recognition was given to Sister Alice Boneham as our Auxiliary Chaplain. She also convenes the volunteers we send to help at the tuckshop at Hillsdale Manor. Sister Boneham was presented with a framed Bible verse which was very appropriate for her. Sister Boneham will be 90 years young on September 21, 1999. Alice, keep up the good work, it certainly agrees with you.

The tables were beautifully decorated. Thanks to Dave Mosier of TRS for all his help, I really appreciate it. The meal was delicious and thanks to Paul Marden and the serving staff. The tables were adorned by a bouquet of fresh flowers. These were used as door prizes after. Congratulations to the lucky Sisters receiving them.

Thanks to the following for all their help: Sister Barb Smith and Brother Ted who welcomed everyone at the door and gave out the 14 oz. insulated travel mug to each and everyone, hope you'll find it useful; Sister Lynn Rak and Brother Russ, bar convenor and also looked after the VIP room; Brother Bill Clark, bar attendant in the VIP room; Sister Marilyn Smith, munchies supplied after dinner; Brother Jim Campbell for his assistance; Sister Eileen at the Union Hall, who did, as usual, one fine job on the placecards.

Thanks to the retirees chapter of Local 222 for their generous gifts to our auxiliary. Brother John Redko presented us with 10 serving carts and they will be put to use, I guarantee. They also gave us a new 55 cup coffee percolator. We always enjoy working with retirees, they are one fine group of people.

We finished up our evening by dancing to the music of Ron and Ursula Moore. They have been doing the music for some time and they know what our crowd likes. Unfortunately for us they are retiring from the music business and our function was their last. Thanks once again Ron and Ursula, for the fine entertainment.

Upcoming dates to record in your date-mates: Tuesday, May 4th, nominations; Tuesday, May 18th, elections for your 1999-2000 executive positions.

Tuesday, June 1st is the potluck dinner, to start at 7:30 p.m. followed by the regular meeting at 8:00 p.m., with installation of your new executive.

See you then. 🍁

Retirees' Picnic - June 8, 1999

By Bill Stacey

OUR LAST DANCE OF THE SEASON was held on April 16, 1999. I would like to thank all those who supported them this year. The euchres will end on May 19, 1999 and again thanks to all who participated all season.

I wish to extend a welcome to all Retirees to attend our annual picnic, to be held at Lakeview Park in Oshawa, with registration starting at 9:30 a.m.. There will be bingo, draws, food and of course fellowship. "Come One Come All."

The March dance winners were: Art Kitchen, Marilyn Love, Cathy Blackwell, Donna Duffin, Kay Hopkins, Nellie Van Danhooden, John Collins, Mary Manning, Dorothy Kitchen, Tony Sillius.

Tory Myths "Lies, Lies And Damned Lies"

1. I won't close hospitals

In the 1995 election, Mike Harris guaranteed the people of Ontario that he would not close hospitals. Then, for two years after the election, Mr. Harris denied he was closing hospitals; he blamed it on the Health Services Restructuring Commission which was created by his Government specifically to cut costs and close hospitals. In November 1998, Mr. Harris said he was indeed closing hospitals but blamed it on experts in the field.

So far, the Tories have ordered 35 hospitals closed, with more to come.

\$800 million has been pulled from hospital budgets.

2. We will not cut health care spending. Health care spending is up by \$1.5 billion.

Just the opposite is true. Funding has actually been cut in Ontario by \$1.97 billion over the term of this government. When the Tories claim to be spending more

money than ever before, they fail to account for a 4.2 percent increase in the population, and inflation of 4.5 percent in the price of health care. That's simply dishonest. Health care funding actually comes up short by \$1.97 billion.

Per person spending is now at its lowest level ever, with the provincial government spending \$97.60 less in today's dollars than when they came to power.

Over the course of the past three years, health care funding has been cut by a total of \$172.13 per person, or \$516.39 for a family of four.

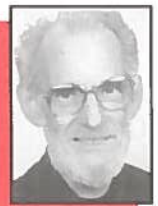
The side-effect of this massive cut in real health spending is a significant increase in private spending on medical care in Ontario. Private spending, directly attributable to cuts in public spending is now costing a typical Ontario family of four an extra \$144 per year.

3. Our health care system will be better.

Never. The Harris health care system is out-of-control and underfunded. How can our health care system be better when less money is allocated for more people?

How can it be better when length of hospital stay is at an all-time low forcing patients out of hospital quicker and sicker than ever before; when \$800 million has been pulled from hospital budgets; 7,000-plus beds have been cut; Home Care is massively underfunded; OHIP services are being delisted; 35-plus hospitals are being closed; new records are being set for emergency room overcrowding and closures, and ambulances are on re-direct; 18,000-plus people on waiting lists for long-term care facilities; psychiatric hospitals are being closed and mental health services gutted; women are shipped across the province in desperate search of the too-few neo-natal beds; cancer patients are shipped

R Retirees' REPORT



to the U.S. for radiation treatment; waiting lists for medical procedures are growing; seniors and social assistance recipients are forced to make a decision between vital medication and food because of the new user fees for drugs imposed by the Tories; not-for-profit provision of health care is rapidly disappearing; thousands of hospital staff upon whom patients rely are being cut; Chronic Care hospitals are being closed and patients inappropriately downloaded to long-term care facilities; new OHIP card requirements are preventing poor and homeless people from getting care; services are downloaded to cash-strapped municipalities, and on, and on...

4. We can no longer afford our health care system.

Oh, really? Where exactly do these health care costs go? People don't suddenly stop being sick or stop requiring health care services. What the Tories really mean to say is that they don't want to contribute the necessary funding to our public health care system. These costs are being transferred directly to you. As we said earlier, private spending directly attributable to cuts in public spending is now costing, a typical Ontario family of four an extra \$144 per year. That figure is going to be a lot higher.

5. We believe in a public health care system

No. In every sector, the Tories have introduced new policies and regulations weighted in favour of the private, for-profit sector. The private sector's share of In Home Care, Long Term Care Facilities, Hospital Care, Rehabilitation, and other areas is dramatically increasing as a result of Harris' policies.

The Tories are busy **crafting**, a two-tier health care system. Their cuts and underfunding, have produced huge holes and caps in services, forcing the public to consider the merits of a two-tier health care system and embrace the notion of more private, for-profit provision of services.

When the Tories tell you that Ontarians need to make a choice between worse care and two-tier health care, don't believe them. The real choice is between worse care and an adequately funded quality public health care system. They must restore funding and repair the terrible damage they have done. 🍁

PROBLEMS?

Alcohol and/or Drugs - CAW-GM Substance Abuse Program

For Help, Information, Etc. - Confidential CAW Reps

Lorne Hurren - Chassis/Paint/Battery/Tri-Link
905-579-5497

In-Plant: 644-3723

Pager: 1-800-361-6793 PIN 3723

Medical Centre: 905-644-6093

Matt Ryan - Truck Plant
905-433-7679 • In-Plant: 644-5967

Pager: 1-800-361-6793 PIN 5967

Medical Centre: 905-644-7080

Larry Kirtley - Car Body/Hardware
905-579-3445

In Plant: 644-3724

Pager: 1-800-361-6793 PIN 3724

Medical Centre: 905-644-6093

Rick Mitchell - Peregrine Inc.
Office: 905-433-3356

Pager: 439-3356

Medical Centre: 905-433-3002

Weed Drag May 16

By Roy J. Fleming

THIS IS WHAT I HAVE BEEN WAITING for, May — pickerel fishing, black crappie fishing in the shallow back waters. We live in this area with the Trent Waterway System, small lakes not too deep water, bays, flooded land. When you stop and think what the old engineers laid out, a complete water system, controlled by dams and locks.

The water runs west from Kirkfield to Georgian Bay, or you can watch the water running east to Trenton at Lake Ontario. This water system not only stopped flooding but formed small lakes, and made the small bodies of water that make up the Trent System. That had been joined by small rivers. There were herring, muskie, bass and pan fish. The pickerel were stocked about 60 to 75 years ago, and with lots of natural food, did remarkable well, and we have had wonderful pickerel fishing.

Things have changed in fishing over the years, as the cottages took up the lakeshore, and cut into the marsh area. Pollution was rampant until building code got tough.

Fishing season got longer. I will never think you can over-fish. If the fish have natural food and cover, they survive. But if pollution gets too prevalent, nothing can survive.

Lake Scugog with ice fishing has gotten better; the holes let out the deadly gases from the decaying weeds, no winter kill. The few bass and muskies, caught and live released are nil. I like to start pickerel fishing early in the season in Lake Scugog, before the weeds start to grow, and those Sadoos start to roar around these marinas.

I have my special baits, the old reliables, Williams Whiplers, before the weeks, Black Fury, without a dew worm. Instead of trolling or casting, jigging with a dew worm seems to be the bait some fishermen

like. Live minnows from an anchored boat. They tell me to protect your minnow when casting, a small drop of Crazy Glue will prevent your minnow from breaking up. You have your fishing secrets: Use them, they are the best.

After we catch our daily count of pickerel in Lake Scugog we fish Sturgeon Lake near Goose Bay. A southwest wind is best, for there are a million stumps, so casting in the open pockets among the stumps, with a sinker, medium size grey Rapala, can be a killer. We have caught our count many a time, casting in those open spots. We will try Canal Lake for both pickerel and pike. If they are biting, on the full moon, you will have a boat full, if not it is another good day of fishing, late in the season muskies.

Lake Simcoe was our lake to land those big pickerel and pike, all in the same bay, nothing was taken under six pounds. There were no cottages, just farmland, and natural marshes, no pollution, then came those monster homes, the marshes were ripped up. Lawns along the lakeshore, planted in short grass. The fish had no spawning grounds, now no pike or pickerel. The smell of human pollution drove us out of the bay to forget those wonderful days of great fishing.

Balsam Lake off Long Point early in the season at night with minnows; Indian Point, the same live minnows at night; Mitchells Lake that empties into Balsam Lake through the canal, among the stumps with a good spoon, will generally produce a few pickerel. Rice Lake, if the pickerel are not biting, then go after the black crappies in the marsh, near an old beaver house. All you need is a long bamboo pole, small float, small hook, small sample of wool. There is a count on black crappies in

Union Rod & Gun Club REPORT



some lakes, an electric knife, a fast hand, you're in for a treat of fish.

The annual Weed Drag at Lake Scugog is Sunday, May 16, 1999. The \$2 entry fee is for all adults, kids free, plus you need your URGC membership card, \$2, wonderful prizes. Same place Conservation Point, north tip of Scugog Island, rain or shine. Any bait, live or artificial, last weigh-in 4:00 p.m.. To pre-pay so you can start early, Rick Roddy 644-3150 SP Tools, home 705-324-6720; Roy Fleming, 728-8831, retired; Tom Holly, 728-6109 retired; Earl Whitaker 705-786-2380 SP Tools; Jim Barnard 725-0651, South Plant; Bob Balsdon, 433-8698 Battery.

Some people say why hold the Weed Drag at Lake Scugog! Fishermen say early in the season, it's the best place. Easy to get to, you don't need a monster boat, just a fishing boat. The fishing this season should be better. Early spawning along the gravel shoals in front of Caesarea dock, off Washburn Island in the coarse gravel and other places in the lake. You know more about fishing Lake Scugog than most fishermen, but you have to show us not stories of the big ones that broke your line. Hope to see you Sunday, May 16.

I must repeat, your \$2 membership is what helps to pay the bills, so you can enjoy the pleasures the URGC has provided for over 60 years. The motor, boat and trailer, a match set, has been ordered and will be drawn at the Local 222 picnic on June 19th.

Trapshooting at the Newcastle property Sunday mornings and Thursday evening, target indoors Sunday mornings and Tuesday evenings.

See you on the lake fishing. 🍁

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants



Harvey can be contacted at 644-1411 or pager *97-8685.

Diane can be contacted at 644-4175 or pager *97-8399.

Outside GM use 1-800-361-6793 to access the pager network.



Car Plant, South Stamping And Tri-Link



Chris can be contacted at 644-1114 or pager *97-1114.

Tina can be contacted at 644-4330.

Outside GM use 1-800-361-6793 to access the pager network.



Due to multi-shift operations it may be necessary for you to leave a message.

Please include the area you work, shift number and a phone number you can be contacted at. Thank you.

SUB Layoff Information

R SUB Representatives' REPORT



By Mike McPhee and Dave Murphy, SUB Representatives, and Terry Wilson, Alternate SUB Representative

IT IS VERY IMPORTANT WHEN FILING FOR EMPLOYMENT Insurance to file your application and return your report cards in a timely manner. Not one person can afford the loss of a SUB or EI benefit. It is very important to follow the steps below to ensure maximum benefits.

Mail your application to EI immediately upon being placed on layoff.

You must expect to receive a report card in response to your application within three to four weeks. If you don't receive one come forward for assistance. If you wait too long it may result in disentitlement of your claim

Upon receiving your report card, complete and mail it back to Belleville immediately. It must be returned in a timely manner.

You must expect to see a response to your report card either in the form of a benefit statement indicating your waiting time is served or a benefit cheque from EI. If you do not receive a response in two weeks after mailing in your report card you must come forward for assistance. If you wait longer it may be too late. Even if for a waiting time only, you must return your report cards to ensure future benefits.

Your Rights And Responsibilities: You are to look for work. You are to report to the EI office if called, and to answer all correspondence. You are not to leave the country.

Your status must be layoff in order to qualify for EI and SUB benefits. If you're returning from Sick Leave or Workers' Compensation just prior to or during a layoff, you must report to the GM Medical Centre and to your supervisor. You must be declared fit for work, and your status must be changed to layoff. Ask for a copy of the Medical Clearance G-93 form. Attach copies of the G-93 (fit for work) form to your SUB and EI applications.

Peregrine To General Motors

Anyone who has transferred from Peregrine back to General Motors and finds that their SUB credits are showing up incorrectly on your pay stub statement put in a call or page one of us to get your SUB credits adjusted correctly. Please note that Terry Wilson fills in for Mike and Dave only upon one of them being absent and that Terry works steady midnights. Please page Mike or Dave during the day, it would be greatly appreciated.

SUB Credit Adjustment

Laid off members who have recently been called back to General Motors and were laid off before the GAI date (third Sunday in November 1998) will have their SUB credits adjusted. You will notice the change in your SUB credits within four weeks. If your credits

Continued on page twenty-five

Retirement Sign-Offs

By Charlie Peel, Pension Representative

WITH SUMMER ON THE WAY AND THE CONTRACT with its pension increases expected in the fall, very few are retiring from now until October. But after October, accommodating the large volume of applicants who applied for the Document 12 buyout by March could be difficult when we're held to 30 a month. It will still be done by seniority.

To the present time we have averaged over 30 per month since we started dealing with the \$42,500 buyout, and no one with March 1969 seniority or higher is going to lose the Document 12 by waiting until October to retire, but it will be in line of seniority for that six-month time frame. Tom Hoar, our Plant Chairperson, did an excellent job negotiating with the Company, a letter which will not schedule or force anyone to retire prior to the contract being signed (see Tom's article on page six). The only exception to this is normal retirement people who are turning 65 and must retire under our language.

When we talk about the future and our own death, it's a very difficult subject but it's inevitable, and it's necessary to plan ahead. If anything were to happen to yourself or loved ones, whether active or retired, it needs to be reported to Mutual Life. For active members, to report a deceased member, the phone number is 1-888-422-

R Pension Representative's REPORT



9995. For retirees there is the more complicated system of calling Hewitt at 1-877-442-4625, needing a PIN number for their automated system. The alternative is to call myself or Bill Mutimer and we will gladly help you out, as will the service reps at the Union Hall. The information needed is the date of death, if it was an accident, the funeral home, day of burial, a contact person or executor, phone number and address of where to send information. When you receive the package from Mutual we will gladly help you to understand the different choices some members may have. With the majority of retirees it is a fairly straightforward process.

At this time I would like to take the opportunity to again extend my sympathies to the wife and family of John (Jack) Jenkins who passed away. Jack was my group leader, friend, and someone who believed in the Union 100 percent. Union brothers and sisters such as Jack helped me pursue my involvement within our Union and for that I will always be grateful.

Call me at 644-3642 and leave a message on my answering machine, or call me from out-of-plant at 1-800-361-6793, PIN 1277, punch in your phone number for my pager and I will return your call. ♣

Pension Stats

By Bill Mutimer, Alternate Pension Representative

Alternate Pension Representative's REPORT



IN THE JANUARY EDITION OF THE OSHAWORKER, I showed how a 25 and out pension would work if we get the same as our current 30 and out plan. There were a few errors in that article, so I will reprint it showing your pension at 25, 30, 35, and 40 years. In the examples I am using the "C" code, (\$48.50 years of service) which is an assembler's rate. I am not using an age reduction (which will vary according to age, but has no effect on the bottom line), and I am not showing the spousal benefit in the calculations, just to keep it simple. I will show the spousal cost and benefit at the bottom of each column, but it will only help you if you are within five years of age of your spouse. If your spouse is younger or older than the five years it will have an effect on your total cost and benefit.

I am not showing any COLA increases in either our GM plan (which comes every October once you are retired), or the CPP COLA increases, or the OAS increases, as we don't know what they will be. The CPP benefit is the 1999 rate less 30 percent at age 60. If you retire prior to age 55 you will not have full contributions for CPP. This will affect your benefit if you retire prior to 55 and never contribute to the CPP plan once retired. (It should be noted that the only way to contribute to the CPP plan is through earnings from employment.)

It is worth noting that everyone receives the same money retiring prior to age 60. At age 60 the special allowance portion of your benefit falls off. Now you get a better understanding of what your extra years (more than 25 years) will get you, as your benefit is based strictly on your years (no guaranteed amount after age 60). At 65 you lose the supplement portion of your pension with GM and OAS takes its place.

By showing a 25, 30, 35, 40 year pension, it might explain to you why some members work longer than 30 years!! It will also show the losses you will take by retiring with a 25 and out pension. If none of this makes sense to you, please put in a call for your pension rep. and we can sit down and explain this, and

show you a detailed estimate using your age and service. This way you will be able to see if you can retire with a 25 and out plan. We are not trying to talk anyone out of the 25 and out plan we just want you to be aware and informed. Please don't hesitate to call on your pension rep. An informed membership makes a strong membership. This article is to provoke dialogue, so let's talk pensions. After all, they are to be number one at negotiations (we hope). Having this information now will hopefully make you better aware of what is happening in regards to pension demands, we're just a call away.

Legend: Basic	— \$48.50 x yrs. of service
Supplement Ben.	— \$18.00 x yrs of service (max. 30 yrs)
CPP	— Canada Pension Plan
OAS	— Old Age Security
Spouse Cost	— five percent of basic (if spouse is within five years of your age)
Special Allowance	— the difference between total benefit and the negotiated amount. (Could be higher with age reduction!!!)
Spousal Benefit	— the amount paid to your spouse upon your death

Please note that taxes are approximate:

Years of Service	25	30	35	40
Basic Pension	\$1,212.50	\$1,455.00	\$1,694.50	\$1,940.00
Supplement	450.00	540.00	540.00	540.00
Special Allowance	837.50	505.00	262.50	20.00
Total Gross	2,500.00	2,500.00	2,500.00	2,500.00
Tax (single)	463.09	463.09	463.09	463.09
Total Clear/Mon.	2,036.91	2,036.91	2,036.91	2,036.91
Total Clear/Wk	470.06	470.06	470.06	470.06

At age 60 (no longer receive special allowance)

Basic Benefit	\$1,212.50	1,455.00	1,697.50	1,940.00
Supplement	450.00	540.00	540.00	540.00
Total GM Benefit	1,662.50	1,995.00	2,237.50	2,480.00
Reduced CPP	526.04	526.04	526.04	526.04
Total Taxable	2,188.54	2,521.04	2,763.54	3,006.21
Tax	386.32	468.28	540.00	600.00
Total Clear/Mon.	1,802.22	2,052.76	2,223.54	2,418.21
Total Clear/Wk	415.90	473.72	513.13	558.05

At age 65 (no longer receive supplement benefit)

Basic Pension	\$1,212.50	1,455.00	1,697.50	1,940.00
CPP	526.04	526.04	526.04	526.04
OAS	410.00	410.00	410.00	410.00
Total Taxable	2,148.54	2,391.04	2,633.54	2,876.04
Tax	304.93	364.71	500.00	600.00
Total Clear/Mon.	1,843.61	2,026.33	2,133.54	2,376.04
Total Clear/Wk	425.45	476.62	492.35	548.32

Spousal Cost (5%)	\$ 60.63	72.75	84.88	97.00
Spousal Benefit	691.12	829.35	967.58	1,105.80

(60 percent of basic with cost subtracted)

Bill Mutimer — 644-6342 Pager 6342

Charlie Peel — 644-3642 Pager 1277

SUB Layoff Information

SUB Representatives' Report —
Continued from page 24

don't get adjusted by then please put a call in to see us so we can get them adjusted for you.

S&A Papers

Please photocopy your S&A papers or any Medical Certificates your Doctor fills out on your behalf. This will benefit you and your benefit representative when a Medical is required for a time period you were sick or injured.

SUB And EI Call Sheets

All supervisors have call sheets in their offices or on hand. If you want to see one of your benefit representatives ask for us. Mike's in-plant phone number is 644-7839, in-plant pager is *97-8099, outside the plant pager number is 1-800-361-6793 then enter PIN number 8099, then enter your area code and phone number using a touch tone phone. Dave's pager number is 8525 office number 644-1541. Until next time. 🍁

GM Is Not Playing Fair

By Ron Carlyle, Zone 62 Committeeperson

FIRST OFF I WOULD LIKE TO congratulate all the successful candidates who were successfully elected in the District #4 committeeperson and alternates elections. Those who ran but were not successful, my hats off to all of you. After all, involvement makes us a better union.

Plant Rule #5

Let's talk about rule #5, which is probably the company's most-used discipline towards our membership. Throughout the car plant the most frequent abuse of plant rule #5 is people not phoning in previous to their shift start time. If this is not done you are naturally open season by the company for progressive discipline. So let's be straight forward, we are all big boys and girls now; we no longer are new hires. This membership should be smart enough to pick up the phone (that's the little appliance with the numbers on it that goes ring, ring) and call the absentee numbers (723-2203 or 1-800-263-3821). Those of you who are required to bring in medical evidence (doctor's notes) make sure they say unfit/unable for the dates you have missed. If your doctor is not available there are several walk-in clinics in service to get the required evidence, even if a doctor charges you \$10 to \$25 for a note, (make sure you get a receipt) it's still far cheaper than possibly missing a days pay on suspension. Again, a very simple rule the company wants to play with, don't get caught with your pants down. If we all follow these simple rules and examples, there should be no disciplines ever via plant rule #5.

Change Of Heart

Last month I wrote about how Generous Motors doesn't play fair when handing out little prizes for quality and other company schemes. I would like to give you an example; Len, a quality minded operator on the 200 line was not in on the day management handed out the \$100 food vouchers; that the majority of the car plant employees received in early December 1998. When Len came back to work he asked his supervisor (Golden Boy Powers) who did nothing to appease Len. Len then asked me to look into this. Although I don't like following up company propaganda programs, I went to our superintendent who "promised" Len would be looked after. After 4-1/2 months the superintendent told me a committee of

management was set up and disqualified Len and others of the \$100 vouchers. Imagine, a whole committee of salary personal to renege on a promise. This shows you what kind of hypocrites we work for here at Generous Motors.

On the same subject, rumor has it if we build a quality car that finishes #1 in the (so called) JD Power study, that we all (don't hold your breath) will receive pretty little jackets. I ask once again, if you can't finally give every single person who is connected to the car plant one, then please don't hand out any.

Safety First Or Second?

On January of this year an employee (on the door line) injured his shoulder on the rear door pad install job. After several discussions, an ergonomic study was done to see if this job was suitable to perform safely. The ergo study came back suggesting to lower the hooks on the AGV carriers to prevent unnecessary strain on the shoulders when hanging the door pads. This simple task was to be done immediately. On February 2, I was told it would be done by February 8, on February 16, I still noticed this was overlooked, so I filed grievances under documents 73, 74 and 75 of the Master Agreement along with a health and safety complaint form. These two forms came back in writing (by management) that all work would be done by no later than March 15th (my SPA week). When I came back from SPA (no surprise this time) I noticed the hooks were still not lowered. I ap-

R Zone 62
REPORT



proached the superintendent who after 2 days assured me it would be done April 1. As of writing this article (April 14) I can say the work is still not done. The grievance is at third step waiting for a response from labour and the health and safety form is in the hands of area management (Kennedy) who is making more promises. But in the meantime there are still operators putting unnecessary strain on their shoulders due to management here in hardware.

Another example is the barrier curtain wall downstairs between hardware and bodyshop. This wall would eliminate the dust and noise that is created from the bodyshop. This wall was promised by management to be done at the Christmas break but still hasn't been started. Again management can reduce hourly people in record numbers and discipline employees daily, but they can't live up to their commitments, sad.

This not only frustrates just me, but the entire bargaining committee as well. How can we trust an employer who can't deliver simple solutions to our complaints and grievances let alone bargain in good faith come September.

Company Propaganda

Remember this being contract year, it is very important not to get caught up in any company propaganda. No doubt there will be sad stories (from the compa-

Continued on page twenty-seven

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CAW TCA
CANADA

NOTICE

CAW Dental Centre Hours for Summer Shutdown Only

Effective July 6th to July 9th, 1999 and July 12th to July 16th, 1999

Hours Of Operation:

9:00 a.m. to 5:00 p.m. to accommodate Emergency Use Only

Preparing For Negotiations

By Terry McDonald,
Skilled Trades Committeeperson, Zone 40

R Zone 40
REPORT



AS THE SEPTEMBER TIME FRAME DRAWS NEAR WE ARE now in the process of readying ourselves for the upcoming negotiations. On Friday, April 16, the Districts and all Committeepersons in District 12 met to go over all the working conditions letters. There was some good discussion on what needed to be changed and what was okay to be left as is. These letters are very important because we use them daily to help us conduct the local business. Speaking of the "Local", this is an area that will have a great deal of emphasis put on it, as this part of our Collective Agreement was a roll over from the 1996 contract.

In some cases the Local is more important than the Master because we tend to deal with it more on a day to day basis.

Top Quality By Quality People

In a recent article in the Toronto Star by Jim Kenzie, he writes that in an Auto Industry Quality Survey, Canadians are beating the world at the quality game. It showed the Chrysler Brampton Plant

Continued on page twenty-eight

More Lights On

By John Roberts, Zone 12 Committeeperson,
and Education Committee Member, Tyler-GM Unit

R Zone 12
REPORT



EVERY DAY THERE ARE MORE and more Hi-Mid (Monte Carlo and Impala) jobs rolling down the line. Along with that, there are more lights on over top of the operators work areas. Automatically this tells me that either the operator doesn't have enough time to complete his or her job or there is some other problem with the job. As brother Buckley suggested in his column last month, it is very important that you review your job assignments and descriptions to ensure all elements are identified and that there is sufficient time to perform the assignment. Again, if you are having a problem what ever it may be, bring it to the attention of your supervisor and also to myself, for I can just see it won't be long before management's strings are pulled and the operator will be in the office wondering why they are being disciplined. The sooner I know that you are having a problem, the sooner it can be addressed to try to avoid any discipline.

frustrated, I mean when I go into a paragraph 27 interview and the outcome had been determined even before we step foot into the office. Quite often the supervisor will say, "this is the best I can do, labour has said this or labour has said that." That, brothers and sisters, is what is frustrating about the job, decisions being made (penalties imposed) even before both sides have had an opportunity to state their case. This tells me that either Labour Relations feels the shop floor supervisor is incompetent or the supervisor doesn't have the testicles or ovaries to make the call themselves. But then again if they allow labour to make the call, they can make it look like labour is the bad guy.

Donor Clinic

On Monday, April 12th you might remember there was a Blood Donor Clinic

held in the plant. One of the members that I represent informed his supervisor that he wished to go give blood. His supervisor replied something to the effect, "give blood, there'll be no blood coming out of this group today, just sweat." I don't know how many donors were able to attend, but with an attitude like that I would be very surprised if their goal was reached.

Local Demands

On April 21 and 22 Brother Buckley was away as was the rest of the Shop Committee, formulating our local demands for this year's negotiations. I would like to thank Chris for having confidence in me by putting me on his job for those two days.

Until next time...take care. 🍁

Liars?

One would have to wonder if GM is calling its most valuable asset a bunch of liars. If not, why then after we have called in sick, are we being asked for a doctor's note? Even when a note is provided, some are being considered unacceptable. Is GM saying that the doctor is lying? This is on company policy that definitely needs to be addressed at negotiations.

Frustrating

As much as I enjoy my job, it can also be frustrating at times. I don't mean that I'm

GM Is Not Playing Fair

Zone 62 Report — Continued from page 26

ny) about how they are losing market share and times are tough. Make no mistake, this company especially here in Oshawa, is making unbelievable record profits, with a smaller workforce and better quality. Don't be fooled by their scare tactics. We have been pushed in the corner now it's our time again (negotiations) to fight back.

I would also like to thank the President of our local (Mike Shields) who virtually has put most every union rep onside and targeting the company as

the enemy and not each other. He has done a great job by eliminating the politics in our local union. It's time to rally around Shields and the entire Shop Committee to stay united and take our fight to the company. After all they are the ones who are creating the havoc.

In closing, I would like to wish Harold Harrison (dept. 90) Chang Hwan Kim (Kimmer) from dept. 94 and Ted Brown (dept. 94) long and happy retirements.

Until later have a good day. 🍁

Sitaram's Report

By Dave Sitaram, Zone 35 Committeeperson,
Tri Link – Battery – South Stamping – Control Arms

R Zone 35 REPORT



GENERAL MOTORS ANNOUNCED earlier this year their plans to spin off the Delphi operations North American wide.

Delphi is moving along with this change and it is expected to be 100 percent completed by the end of this year.

The Canadian operation will remain intact until September 1999 as per our Collective Agreement. GM would like to see a new agreement covering Delphi prior to that date.

The GMC President sent a very irresponsible letter to our membership within Delphi suggesting they put pressure on the union to negotiate early. The union never had a problem meeting with the company on any issues, however in the past the company has stalled when the shop committee requested meetings on issues affecting the membership.

We have a Collective Agreement that

covers all of Oshawa. Make no bones about it we are GMC employees, not Delphi. We have the same benefits, wages and retirement packages. I have said in the past, the union have no problems meeting with the company on any issue under the terms of the present agreement.

The uncertainty is causing a lot of frustration which is understandable, however those who take pride in starting unfounded rumors are irresponsible. I have full confidence in the united shop committee to look after our rights.

The Executive Election is scheduled for mid May with run-offs a week later. I will fully endorse Mike Shields for President. Mike has managed to bring the vast majority of the leadership together, united and speaking with one voice. This is truly remarkable, a first in the history of this union. We will all benefit with a united

leadership going into bargaining. Under Mike's leadership, Local 222 now has the respect within the CAW, other Locals and the community as a champion fighting for working people. Brother Shields must be given the greatest of respect for his ability to set aside past differences and work hard to achieve such a difficult task.

South Stamping

This plant was truly one of the best stamping plants, however it has been on a downhill slide. Reason; management likes of Dave Sands and his cronies, Dave is being reassigned, too bad it wasn't like yesterday. I pity the folks who he will be in charge of.

Finally, many thanks to the membership who re-elected me to the Board of Directors of the Credit Union. ♣

Preparing For Negotiations

Zone 40 Report — Continued from page 27

and the Oshawa Car Plant being one and two in quality, not Toyota or Honda. We have said it time and time again that GM builds quality vehicles in Oshawa, not because of the company but because of the people. Can you imagine what kind of vehicle we would build if we were treated fairly? With these survey results I can see why Chrysler continues to invest heavily in Canada, but what I don't see, is why we continue to face layoffs and possible plant closures in Oshawa. I guess that is how GM continues to make money in spite of management philosophies.

Truck Plant

We are challenging management in the Body Shop on some work that is currently being performed by ABB people. The work consists of changing two seals on the ABB counterweight cylinder. All 400 or more robots need this work done, and we have asked for our people to do the work. So far management has said it is warranty work. We are demanding they at least allow us to put our people with the vendor and they are refusing to do so. We have filed a grievance and it looks like John Gibb will be dealing with this issue at the local contract talks. The truck plant is now in the process

of training all trades people who work on gas-related equipment, for the purpose of getting their new government standard IMT license. This is good two-fold, our people are getting good training and they have brought back laid-off trades people to fill in while people are on training.

Battery Plant

There isn't enough new news to report concerning sale of the Battery Plant. Knowing it is getting close to negotiations, the rumour mill should be soon heating up, so please don't start believing anything without official confirmation from the Local Union. I will try to get you any new information as soon as I receive it.

South Stamping Plant

Things continue to run fairly smoothly in Stamping in regards to maintenance trades. At the time of writing this report, management was looking to hire a machine repair for the midnight shift to keep up with increasing workload. Still no concrete date on blanking expansion, but we should soon see something.

Summer Replacements

I have been asking management to look

at bringing back some temporary help in all trades for summer vacation. Right now the only plant willing to take a look at it is the Stamping Plant. Management knows people don't like to work as much overtime and like to take vacations during the summer months, and this would just make things easier on everyone.

Grievances

I have had all of the grievances I have in my possession second stepped and they have been either resolved or moved to third. If moved to third then it is a good chance John Gibb will be dealing with them at negotiations. I have contacted most members of the status of the resolves, but if you have a grievance on file and haven't heard from me on its status, just page me and I will let you know its status or find out where it's at in the system.

Retirement

Lee Williams, an electrician in the Truck Plant ELP, just recently retired with 14 years service. I would like to wish Lee a long healthy retirement, he will be missed by his co-workers and all who knew him.

Remember, until next time if you need me *97-2636 or phone 644-2636. ♣

Disregard For Employees

By Chuck Green, Zone 33 Committeeperson,
Battery/South Stamping/Tri-Link/Control Arms

I WOULD LIKE TO START MY FIRST article in the *Oshaworker* by saying thanks to Larry Conboy, Dave Sitaram and all the members of Zone 33 for their help and support. This is my first time ever being elected to a Union position and the help and patience is greatly appreciated.

Battery

In the first months of 1999 Battery management has shown a complete disregard for the employees in this plant. On Shift 12 one of our members has transferred to the Truck Plant. Does management replace him? No. We have two members retiring on May 1, 1999. The company says they

will replace one of them. We sadly had one of our members pass away this year. Does the company show any remorse? No! All the company thinks is there is one more job we will screw around with! If this plant like all the other plants want some help and respect from the employees they need to give some first.

OSSP

Dave Sands is leaving. I can hear the applause and screams of joy now. Will he be missed, well we won't miss his disregard for our contract and the overtime agreement he has been dishing out. The main problems in Stamping are overtime screwups by one certain individual.

R Zone 33
REPORT

Hopefully we can straighten this out soon, as well as our UR and die crew problems for Bay 10.

Tri-Link/Control Arms

The reduction on the Chev line to one shift and the startup of midnights on the other line was a complete mixup. The company changed their minds about four different times and all four times they were not in our favour. As for the Delphi situation, I hope Larry, Dave and myself can give you some positive answers in the near future. By the time you read this we should know from the meeting in April between the company and the Shop Committee where we stand. 🍁

Truck Paint On Third Job Loss Getting Worse

By Paul Johnston,
Zone 102 Committeeperson, Truck Paint Third Shift

A TYPICAL DAY IN THE LIFE OF a worker around here includes at least one head scratching incident of disbelief, one useless conversation with a supervisor and at least one look of surprise as we try and understand where the heck we are on this path of job elimination. I know I am beating this drum almost every time I write in the *Oshaworker* but the job loss is getting worse. I would say that there is no such thing as a job that is not on the chopping block except maybe a management job.

Here we face endless scrutiny of hack and slash and the company decides to add 15 supervisors in one department so they can chase around after other supervisors and read the quality gates for them, go figure.

The company is now in the habit of making changes to jobs and not having any discussions with us before hand which is not helping the lines of communications. Twice in the last week I have entered groups only to discover that changes that included one job elimination (care line) and work reassignment (prep area) had already been done.

The first thing you should say to your supervisor when he or she shows up with one of these wonderful ideas to help you out, is get your union representative because the way they do business now there was probably no discussion with your committeeperson on the changes at all.

Communication has always been a problem in this company and often one hand doesn't know what the other is doing. We see endless problems of getting information just across shifts. We have all seen supervisors that didn't like a certain worker or even another supervisor on the other shift and they would go out of their way to not communicate.

I read an article written by the third vice president in Chrysler's Local 444's magazine which is the equivalent to our *Oshaworker*, that was very interesting. The writer was sent over to Germany to meet with the union there because Chrysler and Mercedes Benz had joined forces. He found among other things that many of the issues we are facing here in the auto industry they are facing exactly the same over there. Outsourcing and job security being tops on their list sounds very familiar to us.

R Zone 102
REPORT



In the elpo area the never ending story of floor plugs goes on and on. The company knows what the problem is and what is needed to fix it but choose to drag their feet because the work is getting done. The operators have gone way past the call of duty to ensure a good quality fit but their enthusiasm is wearing thin.

The thumb grade jobs that were ripped from our grip months ago that the company said they no longer needed are starting to resurface in other areas. Some of the work is now being done in exactly the same location but not by dept. 26 workers, and some of the thumb grade was relocated further on into the paint shop and has now been assigned an additional repair work to some dept. 26 workers. We argued with the company when they said the thumb grade wasn't needed because past experience has shown this type of repair is inevitable. They didn't listen and went ahead and removed a total of six jobs.

Spring is here, the weather is getting better, we've had one long weekend and summer vacation is not too far away. Let's all make plans to enjoy our time off!! Till next time. 🍁

The Future Of Our Health Care

by Larry O'Connor,
Political Education Committee Member

Political
Education
Committee
REPORT



AS CANADIANS WHO ARE around 40 years old, we may not remember nor understand how we got Medicare. One good way to hear how it started would be to sit down with a parent or grandparent and listen to them explain the challenges of paying for medical bills before Medicare. They may recall the time they had to stay up for nights on end caring for you, with a childhood illness. My mother told me the story of when she was caring for me with "whooping cough." But the real story beyond that was trying to pay the bills after the fact. It is hard to imagine the sacrifices our parents went through pre-Medicare in Canada.

Canadian leaders like Tommy Douglas, knew the value of good health care. You see, Tommy's parents' story was having a son in need of access to health care or face having him go through life with an amputated leg. Tommy's Dad was an iron-worker and without their negotiated health benefits their choice wouldn't have been easy.

On January 1, 1947, the Honourable Tommy Douglas, (the CCF Premier of

Saskatchewan from 1944 to 1961), introduced hospital insurance. The birth of Medicare had taken place. Two decades later the Canada Health Act copied the CCF/NDP Medicare plan and built it on the principles of universality, public administration, comprehensiveness, accessibility and portability. In other words, it doesn't matter where you live in Canada; whether you're rich or poor; all Canadians are entitled to the same level of health care.

Since 1986, both Conservative and Liberal governments in Canada started a slow, but steady assault on Canada's social transfer payments. This year the Federal government added another twist the Social Union; which allows provinces to decide their own priorities for the Health Reinvestment. Unfortunately, the Social Union never established principles like the old Canada Health Act; that would apply to the growing need for new health care dollars in home care and prescription drugs.

In Ontario, that means that the Harris government can choose to put more health dollars into private, for-profit health

care. The majority of new home care providers visiting our aging population, are from low paying for-profit agencies. So the very generation of Canadians that brought in public Health Care are now watching a growing share of public spending for their care going to private corporations.

The North American Free Trade Agreement could very well be the cause of the total collapse of our Health Care system. The growing number of private American owned Home care companies operating since Mike Harris opened up the province to them, could now sue the Canadian government for the lost of millions or billions of dollars if the federal government was to finally create a National Home Care program. The same applies to any future plans for a National Drug plan.

When the election is called, remember the ECE government in Saskatchewan and the NDP that cared enough to force our Canadian government to create the national Health Care program. ★

Disciplinarians Who Mask Repair Numbers

By Mark Thickins, Zone 55 Alternate Committeeperson

Zone 55
REPORT

HI BROTHERS AND SISTERS, I'M writing this article because of what I see and hear in Zone 55. I would not put it past me that it's not happening elsewhere in the car plant or anywhere. In my area of Zone 55, I still see and hear of GM's managerial core-group of disciplinarians being malicious towards workers to achieve good numbers.

These numbers are called percentages and the foremen like to keep these percentages between 95 percent and 100 percent at any cost to you. The foreman will even go as far as writing repair, this sends their percentages down. "Yes, it's all about which foreman can look the best!"

When it comes to repair in the foreman group, the foreman will order the group or team leader to repair, but not write up that job. This is a form of masking numbers, if it's not written up it's not recorded. The foreman then takes the CSN#, item of repair, goes to the worker makes a valid threat, puts the worker on notice. This is

mindless discipline to hide an agenda, that masks the true numbers of repairs.

My question to you Mr. Deveson is, if a foreman fails to write up and if that job is repaired in the individual's group, why should that worker be disciplined, since there's no record of repair?

Also, here's another mask, not repaired but bought off when a head advisor (general foreman) who tells an individual not to write up any more repairs that a customer won't see. What kind of cars are we supposed to be building? Is this the type of advisor you'd like to promote?

The ISO 9002 Customer Enthusiasm, what you see is what you get! Is this our new motto (rule of conduct) to create what? (Masking numbers eliminates jobs).

Why Management Disciplines (these are the top ten plus)

1. You were two minutes late. (Forget about three minutes grace)
2. You refused to do the extra work the foreman dumped on you when it's known your job is already maxed out.

3. You missed a job, it's been repaired, the foreman resolves it, the next day the head supervisor directs the foreman to put you on notice.

4. Your doctor's note didn't have appropriate dates on it.

5. You tell the foreman to stop working on the line. The foreman puts you on notice for not being on your job 15 seconds after the line started, (no jobs missed).

6. You couldn't finish your job, the parts you always complain about still don't fit.

7. You do 550 jobs per day and missed one that week.

8. You haven't been absent for the last three months, you called in three minutes late, you're on notice.

9. You are put on notice for tearing up floor tape that's loose (safety hazard) and a week later the foreman has someone work overtime to retape the floor mats.

Continued on page thirty-one

Viagra... The Rules

By Dave Thompson, Insurance Representative

WELL IT'S HERE, THE WONDER drug for sex, and yes Brothers and sisters autoworkers do like sex. So for those unhappy couples out there here are the rules for a new sex life:

Viagra (Sildenafil) Policy, Green Shield Canada

Further to today's telephone discussion, please find outlined below the administration policy around the coverage for Viagra for the Big Three.

Viagra is the first oral medication approved in Canada for the treatment of Erectile Dysfunction. Because of the potential for inappropriate and dangerous utilization, Viagra will be approved on a Conditional basis. Subscribers requesting this drug will be required to have a Special Authorization Form [available from the Union Hall] completed by their physician to be reviewed by Green Shield's Medical and Pharmacy Consultants. Approval will be subject to the following guidelines:

a) Patient must have documented medical evidence indicating Erectile Dysfunction has existed for a period of at least six

months. This must accompany the first reimbursement request for the drug.

b) to be eligible for coverage, patients must have one of more predisposing risk factors, such as diabetes, hypertension, peripheral vascular disease, or medication-induced Erectile Dysfunction. Patients must provide such other information as may be required by Green Shield Canada's Medical or Pharmacy consultants.

c) Up to eight tablets per month will be allowed, to an annual maximum of \$1200.

d) Once approved, all future claims will be paid on Green Shield's on-line adjudication system (i.e. pay direct drug card system).

Steve Bradie, Vice President, Claims & Administration, Green Shield Canada

Blue Books

These were to be mailed by GM in the week of April 12 and should be at your homes by the time you read this, unless they are to be hand-delivered by the supervisor. If there are problems put a call in for an insurance rep for benefits; your pension rep for pension. This is one of our busier times so we will try to get to you as quickly as we can.

R Insurance Representative's REPORT



Mutual To Clarica

The Mutual Group which does your S&A, dental, vision, hearing, and life insurance will be changing their name. They are becoming a public company, so therefore the Mutual name must change (some sort of law).

Anyway, we will be reissued with new benefit cards for the second time around. The date of this occurrence is unknown. But when I hear you will also.

S&A Office

We have been informed that the S&A office will move back to the employment office. That's across from Corky's or near Gate 4 off Park Road. The hours, phone number and entrance will be forwarded to us.

If you've been trying to get me I've been on SPA and a week's holidays but I'm back May 3 and ready for our Executive Board election.

Remember trust the Union, not them. 🍁

Chiropractic Coverage

By Barry Grills, Alternate Insurance Representative

THE OHIP CALENDAR YEAR FOR chiropractic runs from April 1st to March 31st. OHIP will cover a maximum of \$150/year (as of February 12, 1999 this changed, the province used to cover \$220 per year, remember this when you vote).

If you should exhaust this OHIP coverage, Green Shield picks up the OHIP portion, which is \$9.65 per visit.

Any amount charged above this by your chiropractor is your responsibility. If you have exhausted your OHIP coverage and

need some reimbursement forms from Green Shield, put a call in for your benefit representative.

To date our drug plan is Plan 12, Controlled Formulary, which means any new drug prescribed since October 1, 1993 is reviewed by Green Shield as to whether the drug is cost-effective, etc. We may have some drugs that require certain criteria to qualify them. These may be covered by filling out the Special Authorization Form, filled out by the member and their physician, available at the Union Hall.

The Executive Board elections are to be

R Alternate Insurance Representative's REPORT



held May 17 with the runoff on May 27. I encourage everyone to take the time to cast your vote. Being a contract year it is important to show the support from the membership if we are to make gains this year. Mike Shields has done an admirable job as President of this local for the past three years. Mike is not afraid to speak on behalf of all members in local 222, and has done so on many occasions. He was instrumental on a number of issues, such as the AutoPact, fighting against the scab labour employed at PC World, and making sufficient gains for the various units in our local during their negotiations to name a few. It is important to continue to have this strong leadership ability when we take on the Big Three in bargaining. I ask you to join me in supporting Mike Shields as President of Local 222.

I can be reached by pager, *97-8027 in plant or 1-800-361-6793, PIN #8027 outside of plant. Until next issue, I remain in solidarity. 🍁

Disciplinarians who Mask Repair Numbers

Zone 55 Report — Continued from page 30

10. This is my personal one! Got put on notice for sitting in a car last year, management failed to notify me or anyone else of change of policy.

11. You got put on notice for refusing to do work that's not yours.

This is my Top Ten Plus, I know there are more but this'll do for now.

To call Steve Bullock, his work number is 644-3175 or pager *97-8240 or myself Mark Thickins 644-3175 or group 80 on the line. 🍁

Another Super Sunday Season

By Bill Mutimer

THE SUNDAY MORNING HOCKEY season has come and gone. After a rocky start and a few bumps along the way, we got the season in! Thanks to all who participated. Costs were up this year, but we squeezed through with a little to spare (very little).

We hope to see you all next season. If you are returning please notify your coach from the 98/99 season and let him know you are returning. Any new players should look for sign up notices in August and September.

Tailgate Charlies ended the regular season as League Champs, First Place!

The playoffs went quite smooth, with a few shoot-outs and one series going the max. The finals were done in two straight

victories for Cliff Mills over Tailgates making Cliff Mills our Playoff Champions.

Below I will give you the award winners for our 98/99 season. I would like to thank our time keeper Jeremy, Al Dick and his Referee Corps., and our Canteen Queen Lorraine. Wally Downham also deserves a lot of credit for paying the bills, the refs, the time keeper and for hounding every player until he was all paid up. Wally organized the banquet (although it was early) and got us a sponsor too! So then on behalf of the players and coaches, thank you Wally.

What happens next season is anyone's guess, but I bet we'll be playing again and yes at the Aud!!

CAW Sunday Morning Hockey REPORT



Until next season, keep your head up and your stick on the ice.

Award Winners for 98/99:

League Champs	Tailgates
Playoff Champs	Cliff Mills
High Scorer	Dave Cummings
Playoff High Scorer	Ron Pye
Best Defence	Larry Hill
Most Improved	Lance Downham
Rookie	Dean Smithers
MVP	Ron Pye
Goal	Tailgates
Coach	Brian Daniels

Goin' Muddin'

By Phil Masson and Dave Ellegett

THE FIRST CAW MOUNTAIN BIKE CLUB "MUCK UP the Mud Event" got off to a great start. It wasn't the best weather, but it was a great ride, and we got to put our tracks in the mud for the first ride of the season. Even with the dampness we had a good number of riders come out. We covered about 10K of trail throughout Durham Forest and managed to get in some down hills, up hills, some double track, and a little bit of technical single track.

Our next ride the "Lazy May Cruise" will be held in or around May 8. A flyer will be posted in the plants with more information. We do plan to have this coming ride out at Three

Rocks, so be prepared for bigger and faster hills.

We would like to take this opportunity to remind you that the CAW Mountain Bike Club is for CAW members and their families. Whether you are an experienced mountain biker or just a beginner we welcome each and everyone of you. The club has been designed so no matter what your ability level is you will have fun.

For more information about our rides or if you wish to find out more about the club you can contact us at (905) 579-4228 or e-mail Dave at davell1@home.com.

CAW Mountain Bike Club REPORT

Join The CAW Retirees Golf League

By Russ Rak, League President

LOCAL 222 HAS THE LARGEST retiree membership of any union in Canada (over 6,000 retirees) and it is increasing every year. But, until now, we have not had a CAW Local 222 Retirees Golf League.

On Friday, April 9th, at a meeting held at the Union Hall we established a new CAW Retirees Golf League. Elected as the executive of this league are:

President — Russ Rak (576-6255)
Secretary Treasurer — Darcy Chapman (571-6770)
Handicapper — Alex Simon (579-4937)

League Captain — Don Cruise

The members present agreed to a membership fee of \$30. This is to cover costs of prizes for tournaments and trophies, and a dinner after the Closing Day tournament at the end of September.

Membership is open to all Local 222 men and women retirees.

League golf play is at Sunnybrae Golf Course in Prince Albert, every Monday starting at 11:00 a.m.. Our greens fee cost is \$17 for 18 holes. Golf cart rental is \$20.

To join the league, phone any member of the league executive, or come out to

CAW Retirees Golf League REPORT

Sunnybrae Golf Course any Monday before 11:00 a.m..

We will be holding an Opening Day league tournament on Monday, May 10 starting at 11:00 a.m..

Watch for the June issue of the *Oshaworker* for more information on this league.

Doug's Final Report – "It's Been My Pleasure"

By Doug Crough, "Past" Recreation Committee Chairperson

AFTER 18 YEARS ON THE RECREATION COMMITTEE, I'm finding it very hard to write the article which had never really crossed my mind, "my last one as Recreation Chairperson."

How time has flown by. Although I have given up the recreation job, I will be seeking to be re-elected as one of your Service Representatives at the hall. As tough as this decision was for a job I love to do, I decided it was time to move over and let someone else have a run at it. I will always however, be available to answer any questions you may have in regards to recreation funding.

Instead of giving a report this time I would just like to highlight some of the past functions and remember some of the people who I've met and had the pleasure to work with.

In no special order:

I will never forget the time in my early years on the recreation committee at our Annual Picnic down at Lakeview Park when Labatt's brought in their hot air balloon to give rides to the kids. During inflation of the balloon a bunch of us held on to the rope to steady the basket. The wind suddenly picked up and started to carry us away while hanging off the ropes. Luckily the wind died down or we would probably be somewhere around Mars by now, still hanging on to those ropes.

I will never forget the time in early years when after working night shift on Friday we used to get on a school bus and go to Windsor to play in a hockey tournament. We never had a luxury coach so we had to use a green plastic garbage can as a washroom. On this particular trip, we have four cases of pop for the way down (you know us finely tuned athletes must keep our body fluids replenished) so by the time we got to Windsor the pail was pretty full. With all of us sitting at the back having a great old time, and our equipment stacked in the front seats and the sun coming up, the bus driver suddenly slammed on the brakes knocking over the garbage can. That's right, all those fluids flowed to the front of the bus like a tidal wave soaking our equipment. We didn't win the tourney but no one would come near us in the corners.

I will never forget the time during one of our Annual Tournaments when we were playing St. Therese Quebec. During a goal mouth scrum, the play started going back to our end. As I started to back check (yes that's right back check), the Quebec goalie gave me a hack. Once I got to the blue line I thought "that son of a bitch ain't gonna get away with that" so I turned and went back and punched him right between the eyes knocking him into the

fish out of water mode. Bad move on my part. Out of the corner of my eye I

saw this army of blue sweaters with fleur-de-lis on them coming to tear the nostrils off my face. Next thing I knew the province of Quebec was on me and the Oshawa Cavalry coming to the rescue. One might say I was brave because I knew I had warriors like Cal Pettit, Bobby Menard with his 22 inch arms, and Junior Munroe in my corner, they're probably right.

R Recreation Committee **REPORT**



Past Recreation Committee, from left to right – Front row: Charlie Peel, Doug Crough, Tina Moore, Tom Bickle. Back row: Chris Scott, Walt Tarasezewich, Lloyd Masters, Dave Murphy. Absent are Bill Prentice and Ron Gay.

I will always remember Al Denault Jr. who was on the Recreation Committee, but passed away far too young. Al did a great Jack Whalen imitation.

I will always remember my good friend Gene Bergeron who was our liaison to the Executive. Gene's wit and humor with those pop bottle glasses made it impossible not to like and want to be around him.

I can't thank the office staff and caretakers enough. Over the years, especially during picnic time, I could always count on them and their support. We were like a fine tuned machine. I would especially like to thank Jimmy Campbell for his years of help. Jimmy always knew what had to be done before I asked, he was like my right arm. I would also like to thank Jim Jackson of Labatt's for his loyalty in providing prizes for many of our sports functions.

Finally I would like to thank all the recreation members I've worked with over the years and for having the faith in me as your Chairperson over the past nine years. We've been on a long trip together but it was a great ride. I will never forget you.

In closing, I would like to thank you, the membership, for allowing me the privilege of being on the Recreation Committee for the past 18 years. I will always be available at the hall to answer any questions you may have.

Brothers and sisters "It's been my pleasure." 🍁

Local 222 Excuses Old Timers Hockey Club Raffle Winners

In April this year, Excuses Old Timers Hockey Club held a fund-raising draw, raffling off two pairs of Leaf hockey tickets. Barney Tzalis, owner of Excuses, pulled the three winning tickets. First prize was won by Monika Howse of Oshawa, second prize was won by Aaron Coady of Oshawa, and third prize went to Marcel Davis of Peterborough.

Many thanks to everyone who supported the team, and special thanks to Dave Hutcheson and Cheryl Chappell who sold tickets for us.

Thank you.

Excuses 222 Old Timers Hockey Club



**Dan Lawson –
Open Division Champions.**



**Dan Harris –
Rec Division Champions.**



Dropping the official puck were the team captains and (from left) Al McPhee, Rick Adkins, Skilled Trades Chair at Peregrine, Local 222 President Mike Shields and Larry Carroll.

Thirteenth Annual CAW Skilled Trades Memorial Hockey Tournament

By Al McPhee and Larry Carroll

APRIL 3RD MARKED THE COMPLETION OF ANOTHER successful tournament at Newcastle arena. This family oriented event is the largest annual gathering of CAW Skilled Trades and their families from the Autoplex.

From the \$3,500 that was raised donations will be made to Oshawa General, Durham College Bursary, Denise House, Bowmanville Hospital, Clarington East Food Bank and St. Vincent Kitchen.

There was no "infinite wisdom" involved in the scheduling of this tournament falling on the Saturday of the Easter long weekend, but everyone pulled together to overcome any adversity this might have caused — well done!

It was nice to see some more new talent from Peregrine involved this year. I'm sure the numbers here will rise next year.

Trucker Gord Walter won the grand prize draw of a trip for two to Las Vegas and there were 23 supplemental prizes drawn with the winners listed below.

Gord G. Walter	Vegas Trip	Millwork
Ted Elliott	Blue Jays Tickets (4)	Schindler Elev.
Dana Mumford	Raptors Tickets (2)	CCS Industrial
Lindy Ellis	Cordless Drill	Iseco Safety
Bob Ryan	First Aid Kit	Osso Electric
John Urquhart	Handyman Pack	Dayco Ltd.
Ted Roberts	Server	Guillevin Ltd.
Hanna Frizzle	Stud Finder	Honeywell
Anna Klinduch	Digital Thermostat	

R E P O R T



Susan Gibbs
Fred Larocque
Andrew Perry
Kevin Weatherdon
Lynn Buziak
Tom O'Donnell
Sharon Crowells
Doug Brough
Joe Schaal
Jane Stinson
Alan Forbes
Crystal Gale
Wendy Gorry
Dale Kirkwood
Pat Assinck

Battery Charger
Pullover
Ski Jacket
Ski Jacket
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Special thanks to all the businesses for their continued support of this annual fundraising event.

The hockey was fast and furious as always with Dan Lawson's team emerging victorious in the open division over Gary Oliver's group. Dan Lawson's MVP was goaltender Tom Haraj — who

Continued on page thirty-five

Shake, Rattle And Roll – DVT Whole Body Vibration

By Wayne Combs,
Ergonomics Representative

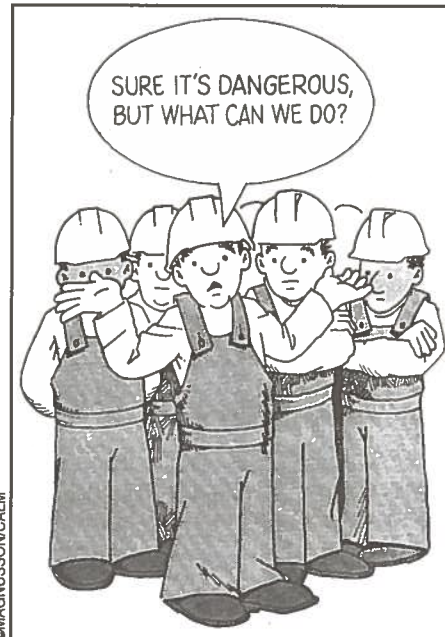
OUR BODIES ARE EXPOSED TO vibration at work from many machines, e.g. power hand tools, forklifts, hammers, grinders, sanders, and in construction you are exposed to bulldozers, jack hammers, cranes, towmotors, and lawnmowers, etc.

There are two types of occupational vibration: segmental and whole body. Segmental Vibration is transmitted through the hands and arms, and is known to cause specific health effects such as Raynaud's Syndrome ("white finger" disease). In Raynaud's Syndrome, arteries (blood vessels) do not work normally and there is reduced blood flow to fingers or toes. Poor circulation of blood can damage soft tissues in the hand. At first only the fingertips are affected, in severe cases the whole finger becomes "white" and all fingers are affected. Very severe cases can result in finger loss. Not much can be done to reverse this condition so it is best treated by prevention. A similar condition can happen in the toes and feet.

Whole Body Vibration is transmitted through the body's supporting surfaces such as the legs when standing and the back and buttocks when sitting. Exposure to occupational whole body vibration can present a health risk to the musculoskeletal system component tissues and organs. I chose to report about whole body vibration, because I felt compelled to try and clear up any Car Plant Chassis DVT operator concerns regarding the exposure to whole body vibration with respect to the

layout for the new squeaks and rattle track from the flat top to DVT. It will involve approximately 90 feet of pipe and 45 feet of rubber bumps. The physical dimensions of the individual pipe and bump are identical to the previous studied track. University of Waterloo came in and performed a Whole Body Vibration Study on the squeak and rattle bump track located near gate 20 at the north west corner of the complex. This track is used by the Gen Auto employees. The ISO 2631/1985 Whole Body Vibration Limit standard was used.

ISO stands for International Standards



R Ergonomics Representative's REPORT



Organization. This organization is made up of a coalition of constituents including Professors, Doctors, Labour Reps., Ergonomists, Kinesiologists, Safety Reps., etc. When this study was done, the posted speed was 13 km/hour. There are nine DVT operators producing approximately 550 cars a day. Therefore, each operator will be required to drive 61 cars. The total exposure to the vibration is approximately 11.6 minutes per shift. The maximum exposure limit in the "Z" direction (vertical, or up and down, buttocks to head) under the ISO is 25 minutes. Therefore, the company claims, the duration of the actual exposure given in the worst case scenario, is within the recommended exposure guidelines for the healthy operator.

Myself, along with Safety will be visiting this area to make sure this is valid and can be done safely.

I hope this has been helpful in clearing up any questions or concerns regarding the DVT vibration issue. If there are any other concerns or for verification of my findings, call me at pager # 97-1973 in plant or from outside the plant 1-800-361-6793 PIN # 1973. I thank Paul Piels, Tim Munro and Barry Arseneau (Safety Reps.), Dan Kewley and Doug Sanders (Chassis Districts), for asking that I get involved to 'Comb' this area over, to ensure the job is ergonomically within the established guidelines in place today. Until next time, measure twice, cut once! 🍁

Thirteen Annual CAW Skilled Trades Memorial Hockey Tournament

Report Continued from page 34

only allowed two goals all tournament. This is the third year in a row Tom has won this award but said "I'm only as good as the team in front of me."

In the "Rec" division Dan Harris selection of stellar draftpicks in red sweaters captured the Bill Gribben trophy by defeating Mike Dodd's team of sweater changers. Harry Rowsell and Bruce Snowden were chosen MVP's for their respective teams. Kudos must go to Dave

Armstrong, Dave Hibbaard, Maw Watson, Brian Goodwin and Steve Olesky, who won MVP honours for the rest of the teams in the tournament — good work!!

Bruce Bradley and his son Thomas (T'Bones Smoke House) sold everything they cooked and raised \$220 for Clarington East Food Bank. This money will be added to a \$500 donation and six boxes of food collected at the tournament to purchase food for the Food Banks.

Thanks to CAW Local 222, CAW National, Oshawa Skilled Trades Council, Molson Ltd., J.J. McGuire Ltd., Aramark Ltd., Bruce Bradley, Eileen Corbet, Lloyd Barchuk, Wayne Brine, Mike Dodds, Dan Harris, Craig Kent, Dan Lawson, Tom O'Donnell, Gary Oliver and all the individuals who helped make the event a success once again!!

P.S. Thanks to our families for putting up with us since January! 🍁

Truck/Battery And Parts West End Safety Report

By CAW
Health and Safety
Representatives:



Larry Heffernan,
Shift #1



Tom Conahan
Shift #2



Bob Thompson
Shift #3



Rick Borg
Alternate, All Shifts

1999 Health And Safety Contract Demands

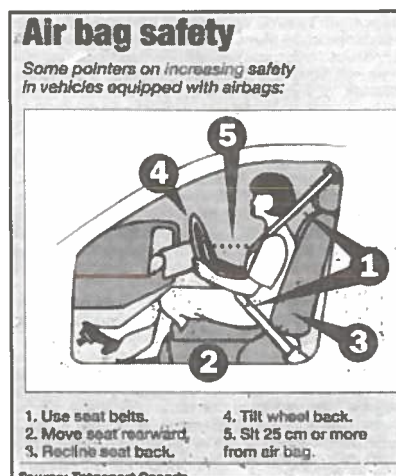
DURING THE PAST MONTHS WE have been busy collecting stats and data to support our contract demands to enable us to attain major gains in the area of Health and Safety. Most of these demands have an impact on each and every worker that we represent in our respective area. We will be attending a meeting to go over the demands with all CAW Health and Safety Representatives in Ontario to enable us to explain the reason for the list of demands that we have submitted. We will also be able to listen to and understand other contract demands from other Health and Safety Representatives in other Plants as their issues will vary from our Local. This type of communication is very important for us as there is no language that allows in plant Health and Safety Representatives to attend contract talks. Our representatives are from the CAW National Union and they set up a Master Health and Safety Committee for bargaining. There are some experienced and talented members who make up this committee and with their understanding that we do need stronger language in the area of Health and Safety, we look forward to major gains in 1999.

We would also like to explain to workers that some of the Health and Safety demands that we have submitted could be listed under the GM benefit language at negotiations. To insure that these demands are discussed and documented under the benefit language we requested a couple of meetings with our President Mike Shields and also a benefit representative from the Hall. We held two meetings with Mike Shields and benefit representative Terry Spence to explain our demands and why these demands are needed to aid the workers we represent. Mike and Terry were a great deal of help explaining how benefits are negotiated and what is covered and what is not covered at this time. They agreed with all the demands that we presented to them and assured us that they would do everything in their power to help us attain these demands for the workers in our Plants. We would like to thank Mike Shields and Terry Spence for tak-

ing time out of their busy schedules to clear up some of the questions that we had. It is a great feeling to know that there are individuals working at the Union Hall who will take time to meet and discuss the issues that affect workers in the Plants on a daily basis.

Air Bag Safety

We would like to have this small article from Transport Canada published as information to increase the awareness of air bag safety.



Communication Still A Problem

How many times have you reported to work and your whole area has been changed around without your knowledge or input? During the long weekend of April the main line just went through some rearrangement of work areas and jobs. On Tuesday April 5th the main line workers came into work to see some of their areas moved around. This work was partially moved around to eliminate some safety concerns just past the transfer area to the F-4 conveyor. One of the problems was the stock delivery was not taken into consideration and a worker's bench was hit. After informing the supervisor the worker called his CAW Safety Representative. Many members of management were called to the area and the problems were straightened out after about five hours. These concerns were all addressed by the same individuals who were in charge of re-

arranging the area over the long weekend. This could have been avoided if they would only take the time to explain and ask for input from the people who know the area the best. That's right, the worker on the job who is there eight hours per day.

Truck Plant Paint Exhaust Fans

The problem of cracks has again surfaced in the Paint Shop exhaust fans. The Company had all the fans checked and replaced less than a year ago. Some time in March there were more cracks found starting near or around the welds on these same fans. To date four of the fans have been replaced and five more scheduled to be replaced in the near future. General Motors are looking into another supplier of these fan blades to have them installed quicker. Also there is an extensive investigation as to why the fan blades crack after such a short period of time after being put into use. In the meantime, management has installed safety screens on the fan housing until the issue has been resolved. Hopefully by the time you read this article the protective screen will be taken down and all the work completed to resolve the issue.

Battery Plant Cleaning Procedure

On March 16 and 17 air sampling was conducted on the third shift at the request of the Battery Plant Joint Health and Safety Committee. The testing included the COS and X Met cleaners only. Three of the nine samples that were taken were above the current Ontario Ministry of Labour Time Weighted Exposure Value for Lead of 0.15 mg/m³ (two personal and one area sample). The Delphi E Battery Plant has exposure levels set at 0.05 mg/m³. Exposure so a total of two personal and two area samples were above their exposure levels. The testing was done by Jamie Prince who is the General Motors hygienist. He made some recommendations to reduce the exposure levels immediately. We had meetings with management and along with the cleaners agreed to try a new cleaning procedure in order to reduce the exposure levels to below the Delphi exposure levels.

Continued on page thirty-seven

Elections, Lockout, Negotiations, Safety Meetings

By Paul Goggan,
CAW Certified Health and Safety Representative,
Car Body, Hardware and South Stamping,
Production and Skilled Trades

R Health & Safety REPORT



EARLIER THIS YEAR I WAS ASKED if I would like to consider running for the position of Secretary Treasurer of CAW Local 222. After serious consideration, I decided that for now my present position as Health & Safety representative was where I wanted to be. I must admit that it is nice to be asked, but my Health & Safety job is one where you are never bored, every day is a new adventure and you soon learn to expect the unexpected.

The reason I am writing about this election is because on May 17, 1999 you will be asked to vote and elect who will be President and Secretary Treasurer of CAW Local 222 for the next three years. I will be supporting the re-election of President Mike Shields who I believe, has done an excellent job in his first term of office. For the position of Secretary Treasurer I will be supporting Terry Spence, who is now, one of the service representatives at the Union hall and also has an excellent reputation for doing a good job. Over the last three years Mike Shields has supported every fight we have had with General Motors at the Ontario Labour Relations Board in our struggle for a safer workplace. For the next three years we need both Mike Shields and Terry Spence there to support our struggles in the Car Assembly Plant.

Negotiations

I have been meeting with the National Union to put together the Health & Safety demands from all the GM locations in Cana-

da. On April 13, 1999 I spent several hours discussing Health & Safety with our Plant Chairperson Tom Hoar, so that he has a clear understanding of your demands and our expectations for 1999 negotiations. On April 27, 1999 all the CAW Safety representatives will be getting together to discuss and vote on each demand. After this meeting our demands will be presented to the CAW Master Bargaining Committee.

Lockout

General Motors Corporation has experienced several alleged lockout violations this year. Several workers have been seriously hurt or killed. In most cases it sounds like a simple lock could have prevented the accident. It's up to the worker to do a risk assessment to determine potential hazards. The risk assessment will determine if you use Lockout or Controlled Access procedures. You must always remember to test after you have applied your lock. Nothing in General Motors is worth risking your life for. Please remember, it's your decision, but when in doubt lock it out.

South Stamping Plant

We have received a number of concerns that we are presently working on. Truck fumes in the basement, excessive oil on the bolsters, MSDS not available, women's washroom showers, slide locks, vibration free sanders for metal finishers, and Kevlar slings policy, etc.

Skilled Trades Safety Rep. Larry Carroll

and myself attended several meetings on this issue, and thanks to a lot of ground-work by Alternate Health & Safety Rep Al McPhee the Kevlar Sling Policy is now in place. We are going to try an anti-skid material on a bolster. The slide locks and new sanders have been ordered. Installing water picks in each of the four showers will rectify the problem in the woman's washroom. We have asked that a CO₂ detector be installed in the basement.

Safety Meetings

I get asked all the time if I think things are getting better in the Car Plant in dealing with safety. Well I can answer that question with a yes. Let me explain what I mean. The one thing that drives safety is communication. Meaningful discussions about safety between Management and the Union. In the last year the amount of meetings scheduled each week or month have greatly increased. In Trim & Hardware we have a monthly meetings with Area Manager Mike Kennedy and Staff. Body-in-White Bi-weekly meetings with Area Manager Dan Hermer and Staff. Weekly meetings with Material Handling Director Garry Andrus and Staff. Monthly meetings with Central Maintenance Director Jim Mudge and Staff. Monthly meetings with South Stamping Plant Manager Pat D'Eramo and Staff. Monthly Meetings with all Car Plant Safety and Ergonomics people. We also have monthly Joint Health & Safety meetings in the South Stamping Plant and another one for Car Body & Trim & Hardware. We also have a monthly meeting with Car Plant Manager Greg Deveson and staff. The reason I think things are getting better is because safety issues get discussed and the safety issues are getting addressed. But what you must understand is that safety is an ongoing subject, the subject matter changes but the main issue (workers' safety) never goes away.

Telephone

My office number is (905) 644-3608. In-plant my office number is 3608. My home number is (905) 435-0900. My pager number is In-plant *97-3608 or outside 1-800-361-6793 pager 3608. Remember if you have a safety concern, please feel free to call. 🍁

1999 Health And Safety Contract Demands

Truck/Battery & Parts West End Safety Report — Continued from page 36

They rented new equipment and introduced a new cleaning procedure and more air samples were taken on April 14 in this area. The samples will be sent out and analyzed to determine the new exposure levels. These levels must be reduced.

Bob would like to thank the third shift cleaners and anyone else who helped us during the investigation. Remember that these air samples are just high during the cleaning operation of the X Met area. Most all other areas and jobs in the Battery Plant have been tested in the past and are tested on a yearly schedule and

the results are kept in a binder in an office in the Battery Plant. If you would like to see the results from your area just ask your supervisor for the results, as this is your right to see them upon request. This issue will be resolved before you read this article and after the new procedure and testing we will post the results in the Plant or again, ask your supervisor.

Since this is the last issue of the *Oshaworker* prior to the summer we want to remind everyone to think safety before you do anything whether it be working in the plant or enjoying the nice summer weather. 🍁

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95 Bayly St. S., Suite 303
Ajax, Ontario L1S 7K8
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Cleamnet cell phone, new, car & home charger, leather case, paid \$225 sell \$150, AbMaster still new \$50, Body by Jake, abs & back plus, \$100. Call: 905-666-9939

1986 FJ1200 Yamaha, low kms, 1977 XS400D Yamaha, 1972 Thundercraft orange fiberglass runabout 50 hp mercury with/without trailer. Call: 905-576-3661

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GM engines, Olds 307, Chev 305, GrandAm 3L, Cavalier 2L, Celebrity 2.5L, excellent working condition, also 88 Aries Wagon excellent condition. Call: 905-725-7249 or 905-571-4471 after 6 pm

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S10 parts, 4x4 aluminum rims, tires, headliner, sliding rear window, glove compartment, 2 classic style doors 32". Call: 905-432-2938

1" & 1 1/2" galvanized pipes 7' long & joins garden hoses, 50' new electric cords, approx 100' cedar trees, aluminum & wooden picture windows. Call: 905-725-7768

1982 Yamaha Maxim 650, 19,000 kms, runs & looks excellent \$1200 firm as is. Call: 905-263-8225

2 Michelin TRX tires for Mustang, 190/65HR/390 w/magnesium rims, tread like new, \$200+ ea. new asking \$150 pair. Call: 905-579-2858

Express VU satellite TV system \$300. Call: 905-725-8486

1992 Chev Cavalier, 4 cyl, 4 dr, auto, air, ps/pl, am/fm/cass, cd optional, black, great condition, only 72,000 kms, asking \$6500. Call: 905-576-4238

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OSHAWORKER
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June issue
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May 14th, 1999
at 4:00 p.m.

1993 Flagstaff hardtop trailer, sleeps 6, compact, easy towing, excellent condition \$3500. Call: 905-725-3269

1996 Fortress 2000 scooter, excellent condition, green, battery charger \$1700 firm. Call: 905-434-5137

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1995 Pontiac Transport, loaded, nursery set & accessories, wedding dress size 10, 35mm camera & lens. Call: 905-373-1649

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The Oshaworker CLASSIFIEDS

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Storm door 36"x80" \$100 obo incl. screen, electric snow shovel \$30, concrete cement step \$10, glass shower door 24"x64" \$15. Call: 905-433-4605

Pool 15'x27'x4' needs new liner \$350, small woodstove, airtight, glass door, 6" flue, heats up to 1200 sq. ft. \$150. Call: 905-433-0330

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12 ft aluminum boat w/1972 7.5 mercury motor & trailer \$1500. Call: 905-576-8941

Motorcycle, 1985 Yamaha Venture Touring, 1200 cc, corbin seat & backrest, 160,000 km, service manual included \$1500 as is. Call: 905-576-1991

14' fiberglass boat w/9.8 mercury, comes w/trailer, gas tank, oars, life jackets, asking \$1400 obo. Call: 905-432-7458

Kenmore heavy duty washing machine, excellent condition \$225 obo. Call: 905-721-2477

1988 Corvette red, black leather interior, removable targa roof, 60,000 m, U.S. car, never driven in winter, polished rims, like new \$19,500. Call: 905-655-5554

Custom made golf clubs, irons, Titanium, metal woods, tri-metal maraging steel, Tight Lies similar to Adams, re-gripping, re-shafting killer bees. Call: 905-576-2434

1987 Toyota Celica GT, 232,000 km on body, 94,000 on engine, very good condition \$1800, 1981 Acadian parts. Call: 905-725-1800

Chevette 5 spd trans, only 100,000 km \$100, "G" van bench seats blue \$100, '90 KX80 new motor \$1350. Call: 905-983-8293

'92 R.T. Yamaha 100 dirt bike \$1000, '86 Chevette \$400. Call: 905-983-8293

1989 Pontiac Wagon \$1200, men's R.H. golf clubs \$150, 6 inside slab doors, lawn tractor \$450, 10 ft satellite \$500, 4 205x15 Michelin tires \$100. Call: 905-623-7730

Honda 7 hp rear tined tiller, 2 forward & reverse deluxe, like new \$675, tailor made mid size driver 11.5' \$35, power pact driver \$20 both Graphite. Call: 905-983-9043

12 ft aluminum boat, 5 hp mercury motor, 3 yrs old, CPR baggage wagon, all in excellent condition. Call: 905-986-5841

American racing rims, polished for 4x4 - 16" \$500 used 1 yr \$2000 when new, rattan dining suite w/4 chairs, Pack & Play playpen \$40, car seat. Call: 905-666-3719

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1977 20 ft Prowler house trailer, sleeps 8, fridge, freezer, stove, furnace, new awning, deck, shed, bbq, good condition \$3300 obo. Call: 905-723-5018

Fuji Thrill female mountain bike, Eclipse Kawartha male mountain bike, Pioneer sound system, variety of boating equipment, 5 hp mercury motor. Call: 905-723-7574

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1980 Olds 442, 350, 4 barrel, pw/pl, T-roof, air, black/gold paint, delay wipers, asking \$9000 firm as is. Call: 905-720-0334

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Excel chair lift, 11 step straight run, 2 yrs old, like new, cost \$4000 asking \$1750 obo. Call: 905-263-2244

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Boat Sunray 1989 OMC 16 ft trailer North-trail, motor 185. Call: 905-725-9296

Fuel tank, marine 18 gal, polyethylene c/w sending unit vent, fill, withdraw fittings, 16" w x 26" l x 13 1/2" h \$100. Call: 905-728-9042

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1989 Chrysler Daytona \$2200, 2 dr, blue, 4 cyl, standard, will certify, black walnut undressed 192"x1"x4"2", 168"x2"x6". Call: 905-623-8390

1990 Harley 883 Sportster, custom paint, 18,500 kms, excellent condition, lady driven, belt drive \$7200 obo. Call: 705-799-5114

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1990 Polaris Indy 650, triple studs, triple pipes, hand/thumb warmers, new white cobra shield, good shape, runs great, very fast \$2750. Call: 905-571-1706 or pager #905-720-9874

'85 Acadian, 2 dr, new paint, tires, rad, water pump, 160,000 km, must sell, asking \$1400, girls white 9 drawer dresser \$50. Call: 905-723-5865

Honda self propelled lawnmower, 2 spd mulcher blade & bag \$325, Ariens riding lawnmower, 8 hp, good condition \$325. Call: 905-623-3009

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4 tires & rims 225-75R15 Goodyear Wrangler \$75, 2 yr old 10,500 BTU air conditioner, used only 1 summer \$400, kitchen table \$25. Call: 905-720-9989 after 6 pm

Bryston stereo power amp & pre-amp, 250 per channel, warranty \$1950, '93 Harley Wide Glide \$16,900 certified, Fender Stratocaster. Call: 905-576-0060

1979 Camaro Z28 motor, '67 Vet 427 show car, not driven for 3 yrs, won the Camaro International for 3 yrs, appraised at \$20,000. Call: 905-720-1147

Springbok 12 ft boat \$300, Obrian kids comp waterski \$160, '86 16 1/2 ft Campion bowrider 140 1/0. Call: 705-786-1299

1976 Terry trailer, 28 ft, sleeps 8, good condition, shed, patio stones included \$2500. Call: 613-475-4669 evenings

Above ground pool 24'x12' & accessories, liner excluded, asking \$250. Call: 905-432-5381

Flagstaff 1991 hard top trailer, 12 ft box, sleeps 6, excellent condition, new kitchen tent, asking \$4800 obo, size 3 figure skates \$150. Call: 905-438-8023

Apt. size stove \$50, melamine counter w/3 cupboards & 3 sliding drawers w/single steel sink basin \$50. Call: 905-721-2072

9 pc walnut dining room set includes 2 captain chairs w/dusty rose upholstery, buffet hutch, excellent condition \$1500. Call: 905-263-8628

1980 Monte Carlo, new suspension, brakes, gas tank, alternator, 305 engine, good rubber, body interior perfect, recently certified \$1500 obo. Call: 905-721-8065

Round above ground pool, 15'x3' w/pool filter, to be removed by you. Call: 905-623-4288

Console 25" TV, good condition, best offer, lg white leather ottoman \$100, fuchsia bridesmaid-graduation dress, size 7-8 \$90 obo. Call: 905-579-2804

14' aluminum boat, 9.8 motor & trailer \$850. Call: 905-985-9961

Bench press straight/curling bar, 100 lbs weights, best offer, 1987 skidoo, Safari 377 new track this year \$1000 firm. Call: 905-571-4296

1993 Pontiac Sunbird 4 cyl, stereo, a/c, new alternator, starter, tires, brakes, all round, threw connecting rod needs motor, best offer. Call: 905-623-0755

1998 24' Prowler awning, used 1 season, perfect condition, must sell \$800 negotiable. Call: 905-434-2996

1983 Taurus 35 ft, 2 tipouts, 2 fridges, deck, shed, vcr, a/c, dble bed, much more \$10,500, '72 Vega Prostret turnkey \$7500 obo. Call: 905-432-3034

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Garage door 9x7 w/door opener \$200. Call: 905-725-6792

Motors, GM 350 Pontiac, 350 Olds, 283 Chev w/trans, 2 ltr Buick motor & trans, 1986 Skyhawk, 1970 front fenders & hood. Call: 905-579-5087

1970 Chevelle Malibu, 34,000 miles, 4 dr, all original, asking \$12,500 obo. Call: 905-728-6317

14 ft Diameter trampoline, 1 yr old, like new \$250, Ven-mar air exchanger, good for 2,000 sq ft, c/w ductwork thermostat & 2 6x10 vents \$400. Call: 705-799-5164

ATV, 1994 Yamaha 4 wheeler, Y.B.F. 250 Timber Wolf 2 wheel drive \$2900, '88 short shaft 50 hp Evinrude outboard, elec. start \$1800. Call: 705-793-3031

Trailer hitch for 1996 & up 1/2 ton ext. cab short box \$150, trailer hitch for Chev Blazer 4x4 1977 \$150. Call: 905-576-7126

Spirit travel trailer, fridge, stove, sink, new lights, all around good tires & spare, good condition, selling because of illness. Call: 905-438-8837

Car battery \$25, heater blower motor for GM vehicles \$25, various Chevette parts, reclaimed bricks .25. Call: 905-436-2178

Go-kart 5 hp Honda \$250, boat motor & trailer 1989 Johnson long shaft \$1250, driveway sealing business complete w/trailer \$2200. Call: 905-721-1990

24 ft Starcraft Chieftain Express, shorelander dual axle trailer, electric winch, all in excellent condition. Call: 905-728-1388

RCA a/c 8000 BTU \$199 perfect condition, GE television 13" \$169 perfect condition. Call: 905-725-5409

1973 mercury outboard 7.5 hp \$400, '67 mercury outboard 35 hp \$600, excellent condition, light peach fabric verticals w/blue scalloped valance. Call: 905-623-4807

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Lg woodstove 30" deep x 24" wide, dble door, 3/8" boiler plate construction \$200 obo, 4 wire wheel discs 13" GM \$20. Call: 905-404-8355

15' Larson boat, 65 Evinrude motor, Wescot trailer, 1984, very good condition, worth looking at, all 3 for \$3000. Call: 905-725-2685

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Oshawa, 60'x183' ravine lot serviced, levies paid, close to all amenities, just apply for building permit, asking \$89,000. Call: 905-725-7700

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1985 Kawasaki motorcycle 750 cc \$1500 obo. Call: 905-697-2125

1989 Ford Elite motor home, 23 ft, sleeps 6, dual air, factory rebuilt 350, 6000 miles, asking \$13,000 will certify. Call: 905-623-2090

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Baby sets, all colors, fancy knitted \$15 ea., lawn ornaments loon, cardinals, Canadian goose, Dafy, Tweety, Woody, Sylvester \$15 ea. Call: 905-725-9390

Remington semi automatic .270 includes 2-7x32 Tasco scope, sling & plastic case, also boxes of shells, asking \$500 complete. Call: 705-743-8329

1988 Ford 21' motorhome, roof, air, awning, bath, shower, sleeps 6, 160,000 kms, asking \$14,900 certified. Call: 613-475-4833

RCA 26" console \$100 obo, Trisha Romance "White Christmas" framed, estimated value \$1200. Call: 905-263-4668

1991 Dodge Spirit 4 cyl, auto, 4 dr, 100,000 km, certified, good condition \$3695, commercial accordion wall system 20'L x 9'T w/tracking \$600. Call: 905-571-7557

'88 Astro custom, 144,000 km, most options, mags, visor, new paint & stripes, like new inside & out, must be seen \$5000 certified obo as is. Call: 905-668-2472

5 spd boys mountain bike \$40, gas pedal for boat \$25, Johnson gas can \$20, mercury gas can \$20. Call: 905-623-7726

Washer \$250, dryer \$125, a/c 6000 BTU \$160, queen mattress & box spring \$250, 2 dressers \$40 ea, humidifier \$50, card table \$75, mink coat \$150. Call: 905-728-8962 or 905-434-2466

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3 bdrm bungalow, attached garage on approximately 92 acres, barn on property, Maynooth Ontario. Call: 613-338-2928

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1983 Starcraft hard top tent trailer, sleeps 4, new tires, propane stove, canopy, stored during winter, excellent condition \$1400. Call: 705-277-2377 or 905-987-5899

Golf clubs, left handed Wilson Killer Whale irons, 3-pw woods 1,3, & 5, whole set \$550, in stores \$799. Call: 905-576-6026 evenings only

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1998 Yamaha Warrior A.T.V. 350cc, electric start, reverse, 6 spd, barely used, mint condition, red/white, asking \$5900 ramps & helmet. Call: 905-987-1007

Electric hot water tank, 60 gallons \$85. Call: 905-728-3220

1985 Fiero SE, 129,000 kms, never winter driven, asking \$4500 obo, excellent condition. Call: 905-438-1425

Kenmore heavy duty dryer \$30, trailer hitch pass car \$30, Hammond organ electric \$1800, exercise bike \$25. Call: 905-576-8957

Living room set pecan wood, 6 chairs \$1200, basketball net & backboard \$30, TV stereo cabinet solid pine, custom made \$500. Call: 905-723-1708

Gas bbq, no tank \$25, lawn fertilizer spreader \$12. Call: 905-725-6085

Apt. washer & dryer \$900, 386 computer w/sound board \$100, Sega Genesis w/games & 3 controllers \$180. Call: 905-576-2960

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Lake front property Nova Scotia, 6.7 acres, 132' lake front, Shingle Lake, Lunenburg County, 12 miles from Bridgewater. Call: 905-728-9919

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28' Prowler trailer, 16' bowrider boat, 80 hp mercury, boat trailer, etc., on lake front Pigeon Lake near Bobcaygeon. Call: 905-725-9288

Older 25" color TV w/swivel stand \$50, Singer sewing machine w/foot control \$30. Call: 905-683-2659 after 2 pm

1991 Astro extended van, 143,000 kms, smoke free, serviced regularly, rust proofed yearly, mag rims, reclining seats \$8500 certified obo. Call: 905-725-1510

Quantity of lumber, pine, maple, birch, cherry, mostly 1" x 6", 1" x 8" & 1" x 10". Call: 705-457-9299

Sea-doo, 1998 red & purple, barely used. Call: 905-436-8838

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28 ft A1 Golden Falcon 5th wheel, sleeps 6, tandem wheels, loaded \$26,500 obo, '99 Silverado, low kms, all power, L.T. leather. Call: 905-668-5198

1984 Chev Celebrity, 2.8 L, V6, auto, 210,000 km, new exhaust & brakes \$750 obo. Call: 905-263-8161

Chainsaw, Homelite C51, 24" blade \$90. Call: 905-436-2597

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1989 35 ft Travelvilla 5th wheel trailer, slide-out fiberglass sides \$19,900 obo, '89 Chev dually crewcab \$9200 obo, both in great shape. Call: 905-637-5767

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Brick bungalow, 3 bdrm, finished rec room, lg lot, newer furnace, recently shingled roof, fenced yard, Port Perry, asking \$182,000 obo. Call: 905-985-8771

Pentium II 350 computer, 17" monitor, 64 mb ram, 56k modem, 6.4 gb hard drive, 32 x cd AT1 video, Windows 98 never used \$1550. Call: 905-433-0393

White pedestal sink \$50, white toilet \$50, raised panel door 24" \$10, desk 30x60 \$175. Call: 905-576-2088 after 6 pm

Nascar Winston Cup tickets for UAW-GM Quality 500, 5 tickets face value, October 10, 1999 race. Call: 905-263-8599

Glass top table w/4 chairs \$200 obo, coffee & end tables glass top w/steel base \$300 obo. Call: 905-571-4661 or 905-728-6589

1985 T-Bird \$1000 obo, 1984 Caprice grill \$40. Call: 905-987-5674

Boys 16" Power Ranger mountain bike \$50, queen size waterbed new mattress \$90, 386 computer \$300, floral couch & chair \$100. Call: 905-728-6516

'97 Seadoo XP w/new trailer & extras, up-graded racing grade seadoo cover, matching life jacket \$800 obo. Call: 905-852-9013

1977 Corvette 350 auto, p/s, p/b, p/w, completely refinished front to back, red ext., red/white int., well maintained, garage stored \$12,500. Call: 905-697-1967

1996 Dutchmen hardtop camper, sleeps 6, sink, stove, canopy, excellent condition \$3500, used car dolly, good condition \$450. Call: 905-983-5571

1992 Coleman Pioneer Newport camper trailer, excellent care & condition, add-a-room plus other options, must be seen \$5000. Call: 905-430-2384

1 1/2 storey 4 bdrm, 2 baths, recroom, lg kitchen & living room, main floor laundry, located in Maynooth, Ont., asking \$65,000. Call: 705-743-2610

Bdrm suite, oak color, dble dresser chest, dble bed \$300, matching cedar chest \$250. Call: 905-725-1404

Wedding dress, Alfred Angelo, size 8, short sleeves, embroidered bodice, long train, cleaned & boxed, paid \$1300 asking \$500 obo. Call: 905-377-8359

Rebuilt 650 Holley dual pumper w/electric choke also chrome hi-flow Holley fuel pump, fits Chevy small block. Call: 905-438-8411

Coca-Cola vending machine from the early 1970's, model 224, good shape, must be seen \$500 obo. Call: 905-623-1980

1992 Chev 1/2 ton ext. cab, 305, 2 wheel drive, well maintained \$12,000 obo. Call: 905-623-1980

Washer & dryer \$175, stove \$125, fridge \$150, microwave \$30, toaster oven \$20, beer maker everything for \$450, all working 100%. Call: 905-723-9000

Queen waterbed, dark pine, good condition, complete w/headboard, shelves, mirror, motionless mattress \$225 firm, med. size crinoline \$50. Call: 905-427-2444

1998 red Pinarello Gavia professional racing bike, Campagnola components, Look pedals, Michelin tires, Mavic rims, Columbus TSX tubing \$1400. Call: 905-430-7792

Van seats, bumpers, tail lights, cash register, microwave, dehumidifier, antique sewing machine, ladies 15 spd Supercycle, wood airtight insert. Call: 905-728-4481

1989 Daytona, A1 condition \$1100 obo, electric furnace, 6 yrs old \$100. Call: 905-723-7228

1985 Chevrolet, driven daily, little to certify \$700 obo. Call: 905-725-2376

Reduced excellent waterfront acreage property w/140 ft on Bonnechere River near Barry's Bay, 11.34 acres \$35,000 obo. Call: 905-728-7876

Pentium 75 computer w/Windows 95, speakers, printer, modem \$800, Tradition acoustic/electric guitar \$300. Call: 905-655-4358

'95 Pontiac Sunfire, white, 2 dr, 5 spd, 83,000 km, excellent condition, 1 owner, non-smoker, asking \$7000. Call: 905-665-8148

Solid oak dining room suite, hutch, buffet, 6 chairs, wooden kitchen suite, w/4 chairs, couch, arm chair, bedroom suite. Call: 905-668-0411

1994 Pontiac Sunbird convertible, V6, auto, fully loaded, am/fm/cass, 10 pack cd player, ext. warranty, 50,000 kms, asking \$10,500 obo. Call: 905-623-8923

1989 Chev 4x4 Z71, loaded, auto, buckets, alarm, box liner, many new parts \$10,300 obo. Call: 905-985-8367 after 6 pm

Hay elevator on wheels 30 ft long \$300, sleigh for fish hut \$100, Audi bucket seats, heated \$100. Call: 905-985-7614

1986 Olds 88 Brougham, 3.8, V6, good parts car, homemade lg woodstove, good for garage or shop, best offer. Call: 905-436-0876

Table, 4 chairs, buffet, maroon sectional chesterfield \$650 obo. Call: 905-428-1497 Jim or Ivy

White daybed, frame only, peach daybed ensemble, water skis, tow rope and belt, ladies S28 white roller skates, cross country skis. Call: 905-623-2982

Two leather bike jackets, ladies medium, man's large, excellent condition, worn only once, asking \$325 for pair obo. Call: 905-728-4579

1995 Seadoo XP800, 110 hp, excellent condition, trailer not included, comes with wetsuit, \$5000. Call: 905-666-8168

Breckwell pellet stove, 40,000 BTU, brass trim, door, windows, used 2 years, new was \$2,600, asking \$1,500, plus 40 bags of pellets. Call: 905-623-6764

1994 Polaris watercraft, 750cc, triple, SL, low hrs, mint, cover, 1994 trailer, \$4,295; 2 10x10 sectional wood doors, complete, \$100 ea. Call: 905-983-5122

2 Watercraft, 1998 3 seater, 1997 2 seater, Northtrail trailer, covers mint condition, sell as package or separate. Call: 905-431-1672

Soft top tent trailer w/added room \$450. Call: 905-655-3010

Trailer heavy duty steel 1 beam construction full size axle & rims, 56" wide, 73" long, shoulder 11'8" L to tongue \$450. Call: 905-728 0839 after 4 pm

Colorado blue spruce 3 ft \$15-\$20 ea., cedar posts \$3.50, Kenmore heavy duty dryer \$100. Call: 905-623-8567

1978 Tempest bowrider 15.5', 70 hp Johnston outboard, new convertible top, easy loader trailer \$2500. Call: 905-263-2335

Quality used baby furniture & accessories in excellent condition, limited edition print "The Gathering Gray Wolves" by Seery Lester \$900 obo. Call: 905-571-1267

Exercise bike, Healthware model, digital display monitor, very good condition \$75. Call: 905-263-2989

1985 GMC Jimmy S15, good runner \$1000 obo. Call: 905-725-2849

The Oshaworker CLASSIFIEDS

1981 hardtop tent trailer, sleeps 5, stove, heater, icebox, clean & in good condition, Starcraft model \$1200 obo. Call: 905-723-9509

12 spd ladies mountain bike, 26" tires, Shimano gears, like new condition, asking \$75 obo. Call: 705-277-1383

1993 Buick LeSabre Limited, 4 dr, 69,340 km, all options, Michelin tires last year, \$12,500 certified or \$11,500 as is obo. Call: 905-430-1533

1994 Pontiac GrandAm, hunter green, 3.1 L, 4 dr, fully loaded, auto, 125,000 km, asking \$8500 as is. Call: 905-476-0321

Orthopedic pillows extra thick new \$45 ea., curling broom w/bristle head in new condition \$20, paragon bone china, 8 place settings \$800. Call: 905-432-1032

Boat & trailer 14' Grew, 50 hp mercury motor, new interior in 1997, includes water skis, 2 gas tanks & lifejackets \$3000 obo. Call: 416-699-1564

Piano \$600, excellent tone stroller \$100, 1993 mini van like new, very clean, well cared for \$7800. Call: 905-576-5186

Computer video cards, 1 AT1 8mb Expert, 1 diamond voodoo 4 mb graphics accelerator, 1 350 mhz Pentium II processor. Call: 905-436-1759

Bicycles, 1 girls 16" & 2 girls 20", good shape \$30-\$50. Call: 905-725-5036

Pinball machine 1975 Spin Out \$250. Call: 905-623-4850

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3 16" BMX bikes \$20 ea, 2 20" 5 spd mountain bikes \$30 ea, also Star NX2450 color dot matrix printer \$40. Call: 905-986-0769

Battery powered seniors scooter, Fortress model 2000, all accessories, 20 mile range, like new, very clean \$850. Call: 905-668-4721

1993 Ex Honda four tray, excellent shape \$3800, Trans-Am parts 79-81, GMC custom short box van, excellent shape \$3500 obo. Call: 905-655-5804

Original 25 yr GM ring, 1 diamond \$550, Clearmet hi-cap lithium battery, brand new still in package \$50. Call: 905-983-1076

Trailer garage heater \$65, captains bed & mattress \$75, wicker rocker \$55, Phillips cabinet stereo/record player \$60, knitting machine \$60. Call: 905-623-5640

7' tall kitchen pantry, 2 base cupboards 4' long, 4' blue marble look counter top, 6 months new oak \$600 obo. Call: 905-728-00514

Above ground swimming pool, 27' round, pump, filter, ladder & accessories included \$850. Call: 905-263-8591

1949 Oshawa-built Chevrolet pickup, all original, needs mechanical work, serious inquiries only please. Call: 905-436-3948

Truck cap to fit up to 1986 Chev, long box, best offer. Call: 905-728-6109

1980 SeaRay 18 ft, 302 motor, OMC outdrive, new paint, interior & stereo, 50+ mph \$6500 comes w/trailer. Call: 905-623-4850

Home security guard FAI/model 013. Call: 905-720-1070

Trailer garage heater \$65, captains bed & mattress \$75, outboard motor, 6 hp 1992 Johnson, includes gas tank & stand, automatic safety shut off \$490. Call: 905-725-3212

White toilet, unlined \$25, clay bricks \$459 new sell for \$100, culvert 16"x16"x6" & 16"x10"x7" \$225, electric furnace 25 kw 1/3 hp \$200. Call: 905-655-4196

Full sized stair climber, rowing machine & Pioneer am/fm/cd player for automobile, all in mint condition. Call: 905-623-0871

4 plus acre island property, 3 bdrm home, hydro, pool, sheds, guest cabin, light house, bass fishing, Sydenham Lake, Kingston area. Call: 613-376-3171

1998 Maxum 19 ft bowrider, 4.3 L, V6, fm/cd player, gauges, tilt steering, lots of extras, complete w/trailer & custom cover. Call: 905-723-5063

Utility trailer, 4 ft x 8 ft, large new tires, good hitch & axle, solid removable top \$140 obo. Call: 905-725-2174

Crowe River near Campbellford, trailer & bunkie on owned lot in co-op park, taxes & maintenance \$150 annually, asking \$18,000. Call: 705-932-3619 or 613-472-1742

Assorted nautical gear, Zodiacs, 5 hp mercury w/stand, Casablanca fan dining room light, portable color TV, all reasonable. Call: 905-723-7574

Doors, 36x80 right hand w/screen door \$100, windows 55x47 1 fixed & 1 casement, 28x63 casement, 83x63 2 fixed, 1 casement \$300 for all. Call: 905-434-6892

Bathroom vanity w/seashell style basin molded in marble look top, 56" wide x 22" deep, bargain at \$150. Call: 905-571-0408

53" big screen Phillips projection TV w/rounded protective screen, PIP paid \$3200 3 yrs ago new asking \$1500. Call: 905-576-2613

The Oshaworker CLASSIFIEDS

Used futon, good condition, frame & mattress \$75 cover included, green suede winter jacket, excellent condition \$100. Call: 905-985-3868

Built-in dishwasher, almond, good working condition \$150, word processor \$125 obo, omniscord was \$450 now \$125 obo. Call: 905-723-5460

1990 18ft Sunbird bowrider, 3.0 litre inboard Chevy OMC, 120 hp, trailer included also all accessories included, asking \$8000. Call: 905-433-9347 or 705-292-6672

Kenmore dishwasher \$100 obo, scuba equipment used only twice \$700. Call: 905-576-6787 after 6 pm

48 acres treed 1300' road frontage, man made pond, lots of wild life, also adjoining 2 acres w/home, can be bought together or separately. Call: 705-447-2181

1998 Coleman tent trailer, gas stove, electric fridge, ac/dc, removable roof racks, awning, screen room, paid \$7300 sell for \$6000. Call: 905-985-3986

Swing set play centre \$80, child's table & chairs \$20, 1/2" impact wrench \$20, 19 litre carboys \$5 ea. Call: 905-430-0338

Parts for Chevettes, some recently new, motor, transmissions, clutch, muffler system, rads, etc. Call: 905-723-6501

MKE 24' propane grill \$600 obo, also 9 litre hot water tank \$100 obo. Call: 905-720-0932

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Notice: Proposed By-Law Change

I move the following amendment to the CAW Local 222 By-Laws as per Article 15, Section 2(a):

That Article 4, Section (1) be amended to read "There will be five (5) Board Members-at-Large from the five (5) largest units within CAW Local 222, other than the General Motors Unit, that will serve on the Executive Board for a three-year period. These positions will be filled

as we have established, by virtue of their positions as the Chairpersons of the following units:

- Peregrine
- Mackie Automotive Systems
- Lear
- PPG
- A.G. Simpson

These two additional Board Members-at-Large would serve for the upcoming Executive Board."

This would be a recommendation to the By-Laws Committee to be brought back to the next General Membership meeting in May.

This would properly reflect the amalgamated Local on the Executive Board.

Dean Lindsay, Recording Secretary

The above will be debated at the May 6, 1999 General Membership Meeting.

1978 Honda Hawk 400 cc, automatic, new head bearing, certified 2 yrs ago, new battery. Call: 905-725-6949

Limo, white 1988 Lincoln super stretch, fully loaded. Call: 905-858-3788

1984 Pontiac Acadian, fair condition, auto, not running, extra motor, tranny's, etc., all for \$200 obo. Call: 705-786-1835

1991 750 Kawasaki Zephyr, low km, mint condition, low km, \$4500. Call: 905-728-0988 before 3:30 pm

Wedding gown, veil, size 18, empire line, short sleeves, short train, bustle back, dry-cleaned, \$350 obo. Call: 705-439-1310

1998 Skidoo Formula III 700, mint, new carbides, belt, tarp, 100% extended warranty, only 2400 km, \$6500. Call: 705-745-2848

Ladies Sun Ice jacket \$50; men's Sun Ice jacket \$50; ladies black leather jacket \$25; men's lined trenchcoat \$40. Call: 905-277-3703

Beagle pups, purebred, tri-coloured, parents good hunters, would make great house pets, \$125, Bancroft area, can deliver to Oshawa. Call: 613-338-5548

Doll collection for sale, from 1" to 32", about 60,000, Dennis the Menace, Cabbage Patch Debbie. Call: 905-263-8813

Kubota tractor, diesel, 4WD, hydrostat, cab, snowblower, 60" mower, 3 ch. blade, turf tires, asking \$14,500. Call: 705-454-3225

1994 Jayco Eagle 8 tent trailer, canopy add-a-room, battery backup, sleeps 6, roof racks, \$3950 obo. Call: 905-404-9575

2.8 litre engine, removed from Beretta at 78,000, covered, in storage, best offer. Call: 905-436-3597

Carpet, hunter green, fully bound, 12 ft by 8 ft, like new, excellent for an apartment, \$125. Call: 905-436-3597

Booster cables, 12 ft., \$23; Lumina air filter \$8.50; 8 pc set dishes \$40; bench vise \$20; tricycle \$5, girls bike \$10. Call: 905-434-8191

Stroller, cost \$240, sell for \$100; also player piano, \$750. Call: 905-576-5186

12 foot aluminum boat with 9 hp Johnson, \$1200 obo; 1992 Chev Silverado stepside, 350 engine, 145,000 km, \$10,200 obo. Call: 905-697-3589

Waterfront cottage on Deep Lake, 2 hrs from Oshawa, good trout & bass fishing, clean & sandy shoreline, sauna, dock, year round road \$129,900. Call: 905-728-3671

1997 Huron Ridge Park Model, 2 bdrm w/screened porch & add-on, in park near Peterborough, mint condition. Call: 705-742-7631

1994 S10 Chev, ps/pb, radio, cap, 48,000 kms \$7900. Call: 613-332-0075

Chev '96 Tracker 4x4, softtop, 48,000 km, excellent shape, auto, ps, am/fm/cass, asking \$14,900. Call: 905-623-6610

1979 305 motor w/transmission seized up \$100; '91 Dodge Grand Caravan, 3.3 over-drive, air, blue & gray, 107,000 km \$8000. Call: 905-983-9204

The Oshaworker CLASSIFIEDS

Fridge \$300, stove \$230, washer & dryer \$345, portable dishwasher \$225, microwave \$75. Call: 905-728-9203

1995 24' Four Winns Alt cabin cruiser, fully loaded, sleeps 6, shower, spotless, shore power transom, VHF radio, asking \$33,500. Call: 905-438-8193

Snowthrower, wood chipper, air conditioner, table saw, small freezer, dble edged lawnmower, assemble yourself green house, all best offers. Call: 905-683-0484

Bowrider, 17 ft Chriscraft, inboard, captain chairs, wraparound bench, tanning platform, custom trailer, like new. Call: 416-266-0211

1962 Chev Impala, 2 dr, hardtop, white, red interior, V8, ps/pb, auto, southern car, very good condition, appraisal \$13,500 asking \$10,500. Call: 705-324-3405

24' 1977 Holiday trailer & lot, Pinnacle Park, many extras \$8500. Call: 905-373-4343 between 6 pm & 9 pm

10 pcs of metal spikes, 4 ft long \$4 ea., 10 cement blocks for deck \$2.50 ea. Call: 905-576-8697

72'x14' mobile home, 3 bdrms, full bath, living room, kitchen, laundry room, 2 decks, must be moved from lot near Blackstock \$16,500 obo. Call: 905-430-1047

Scanner Pro2036 200 channels \$275, hand held scanner \$100, shortwave receiver \$25, CB base 23 channels SSB \$25, 5 mobile antenna \$10 ea. Call: 905-683-4884

Table & 4 chairs, baby car seat, new baby plush chair, cleanbuster, IBM typewriter, TV stand, milk bottle, tools for woodstove, baby toys. Call: 905-728-2601

17 1/2' Aerocraft bowrider, V8, OMC in/outboard, new topcover & trailer \$4500 obo, riverfront lot Bancroft, price reduced. Call: 705-754-9379

6 ft white vinyl patio door \$100, wooden wine rack holds 30 bottles \$40, apt size Kenmore dryer \$75. Call: 905-885-0336

Rototiller 5 hp, excellent condition \$250. Call: 905-725-8672

1969 Rinnel Runabout in/outboard, 17 ft boat & trailer \$4500. Call: 905-728-0932

2 pc black sectional sofa, 5 yrs old \$400 obo w/matching coffee table, also Blue Century bassinette w/stand \$50 firm. Call: 905-430-0403

Exercise bike, ski/rowing machine \$200 for all, 2 pr skis, 3 pr boots & poles for \$100. Call: 905-723-1982

2 vertical blinds for patio door 60"x84", 1 white w/black trim, 1 beige w/brown line, asking \$75 ea. Call: 905-728-6773

Cockapoo puppies, good w/children, non allergenic/shedding, males & females, ready to go in 2 wks. Call: 905-263-2967

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Cast iron tablesaw 7 1/4" \$75, 2 burner antique woodstove \$125, Sega system w/5 games \$75, exercise bike \$50. Call: 905-885-2373

Babytrend blue double stroller \$55, Fisher Price highchair \$30, Evenflo car seat \$45, baby bathtub \$5, infant rocking seat \$10. Call: 905-665-1935

Sturgeon Lake, custom built home, 120' of prime waterfront, oak floors, pine ceilings, oak cupboards, whirlpool tub, games room, very clean \$350,000. Call: 905-720-1962

7 pc dinette suite, white w/blue fabric, brand new cost \$800 asking \$400. Call: 905-579-9900

Parting out '88 Cutlass Supreme, good front clip \$400, Chevette 5 spd transmission \$75, tilt wheel electric lawn motor \$45. Call: 905-983-5428

1989 Travelvilla 35 ft 5th wheel trailer, slide-out fiberglass sides \$19,900, '89 Chev dualy crew-cab \$9200, both in excellent condition, great deal. Call: 905-637-5767

3 seater pullout couch, like new \$500, stereo w/8 track \$100, Kirby vacuum carpet cleaner w/attachments \$500. Call: 905-697-8925

Dining room table & 6 wooden chairs, paid \$1300 will sell for \$800, 2 green loveseats \$500. Call: 905-571-1935

Golf bag & size 11 leather spikeless golf shoes, both in great condition \$50, Telefunken stereo, like new \$150. Call: 905-839-7093

Lennox hot water boiler furnace, 2 yrs old, cost \$4000 will sell for \$1000. Call: 905-655-8079

1981 GMC 3/4 ton, 350, 4 barr, runs good, many new parts, carb, rad, alternator, too many to list, asking \$500 obo. Call: 905-579-2714

Men's size 44 red/white leather bike jacket, leather chaps & gloves \$275, neutered 4 yr old male house cat, free. Call: 905-438-8457
Circa 1930's antique tiger oak filing cabinet, 4 pull out drawers, no refinishing needed \$475 obo. Call: 905-723-9980

Motorcycle '97 Suzuki GSX-600, 6500 k \$8300. Call: 905-728-5705

Lazy Boy recliner, excellent condition, great for rec room or cottage, asking \$75 obo, must be seen. Call: 905-725-2139

Right handed golf irons 2-9, good condition \$50. Call: 905-725-8316

Girls bike \$35, men's mountain bike \$35, Encyclopedia Americana New Book of Knowledge \$200 obo, radial armsaw \$450, '94 Silverado 4x4 \$19,000. Call: 905-723-1340

1966 Chevy K25 4x4 hydraulic camper pickup, original 66,000 miles & condition, 283 standard 4 spd, everything works, sound metal body. Call: 705-799-6522

Ladies small Choko snowmobile suit \$75, dryer needs element \$100, 16' fiberglass boat, trailer, 1970 Johnson \$500. Call: 905-434-6702

Princecraft Super-pro 19 1/2', '96, 3 tops, walk-thru windshield, 4 seats, am/fm/cass, livewell, baitwell, 115 Johnson, warranty 2002, asking \$21,375. Call: 905-668-2036

The Oshaworker CLASSIFIEDS

36' trailer, waterfront, dock, 32x12 deck, 12x10 screen porch, 10x10 shed, extra fridge, asking \$24,000, located at Strickers Resort. Call: 905-723-7980

Antique primitive slanted desk reproduction, lg pannede armoire, small & lg antique dressers, antique rocking horse, antique desk w/book case. Call: 905-576-8320

GE washer, new motor & pump \$175. Call: 905-438-1348

1988 Park Regent, 12'x36', every option, vinyl siding, shingled roof, metal awning, TV tower, 26" TV, mint condition, Crowe Lake, Marmora. Call: 705-653-1530

1984 Cadillac, Fleetwood Brougham D'Elegance, good drive train, parts, 4.1 L engine, best offer. Call: 905-571-4112

1981 Honda CB650 motorcycle, needs battery & gas tank \$200 obo. Call: 905-404-9694 or 905-728-9633

Trailer hitch & bug deflector, fits GMC van. Call: 905-725-6488

Video camera, Cannon 8mm, case & extras, portable police scanners, new 3/4 Hayward pool pump, all best offers. Call: 905-987-5016

Horse barn 30'x40', 6 stalls, 2 bay, colored 10' outside high walls, 10' opening door on each end. Call: 905-471-7211

Lowrey organ & bench, double keyboard Genie, cost \$2000 will sell for \$400 obo. Call: 905-725-4878



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1989 Terry house trailer, 35', appliances,
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1995 Chev S10, 4.3 ABS, extended cab,
box liner, box cover, bug deflector, 48,000
km, like new. Call: 905-579-4937

Sway bars & hitch for house trailer \$175.
Call: 905-723-2072

1991 CR80, good condition, asking \$1100.
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S10 tailgate, 91-94 Cavalier front bumper
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lid for 98 Buick LeSabre, S10 Blazer tail-
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Air compressor, Craftsman twin cylinder
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\$200. Call: 905-728-9288

Golf clubs, new & used, free custom fitting,
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lectible coins. Call: 905-723-4394

Heavy duty box trailer, width 3'11", length
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dle boat \$150. Call: 905-725-3994

Large quantity fence rails, tilt metal trailer
for garden tractor, antique wood spoke
wagon wheels. Call: 705-277-2428

Waterfront cottage, Stony Lake \$155,000,
texture stucco sprayer \$600, exercise bike
\$80. Call: 905-725-8718

Lg snowmobile suit \$75, helmet \$50, size
10 boots \$10, '72 Traveliner 22 ft, built on
Florida room, furnished, Melody Bay \$7500.
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1991 40 hp Evinrude electric tilt, trim \$2500,
'97 Arctic Cat Cougar, 550cc \$3800, upright
freezer, queen waterbed, Yamaha key-
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2 bdrm winterized cottage, Papineau Lake,
2 1/2 hrs from Oshawa, furnished, yearly
road, close to snowmobile trails, backs onto
crown land \$68,000. Call: 905-579-3538

Exercise bike \$125, deluxe foot massager
\$50. Call: 905-723-3002

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Wheelchair in great condition \$120 obo.
Call: 905-263-2075

1988 Chev Blazer Jimmy S15, 2.8 litre, runs
well, as is \$1000, ski machine \$40, re-
boulder 36" \$40, Dremel tool kit \$50, Mag-
navox VCR \$40. Call: 905-725-8675

Turks Caicos island lot British West Indies,
meggar 500 vdc crank \$60, relays 110 volt
w/base \$20 ea, motors, oil furnace burner
fan \$30 ea. Call: 905-725-8675

Complete Mac Performa, 580 CD, 52K
memory, Apple color style writer 2400
\$1000, Perego stroller \$40, playpen \$25.
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Twin size box spring & mattress, bookcase
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Sailboard freestyle w/life jacket \$200, pine
dining room set \$1000, 2 Subaru EA815
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1474

Waterfront lot on Burnt River, accessible to
Trent Waterway System, 10 minutes from
Fenelon Falls. Call: 416-759-1808

'91 Princecraft Springbok Pro 142 w/trailer,
40 hp oil injected Johnson Tiller, too many
extras to list \$5500. Call: 905-433-4651

10,000 BTU window air conditioner
24x24x14, Westinghouse, \$250. Call: 905-
728-0587

Antique oak round Queen Anne dining table
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\$650 obo. Call: 705-799-7802

New never installed vinyl picture windows,
fixed over slider 2-48x53, 1-51x51, low E
glass, paid \$466 ea. will sell \$360 ea. firm.
Call: 905-404-8096

12 ft aluminum boat, 7.5 hp Merc, excellent
condition, \$1350; MG parts, including en-
gine, trans, drivetrain; Sega, Super Ninten-
do, with games. Call: 905-668-3534

Class III trailer hitch for GM fleetside pickup,
\$125; children's Jetliner wooden wagon,
metal wheels, \$45 obo. Call: 905-434-5803.

Ford van doors and fenders, 1981, \$200
firm; Wolf bra, fits 1988-92 Camaro, \$60; bi-
cycle parts, \$30. Call: 905-623-4233

Box trailer, 3.5'x5.5', galvanized steel,
cover, 14 in car tires, excellent condition,
asking \$500. Call: 905-579-3422

Bedroom suite, mirrored headboard, dresser
with mirror, high-boy, two nightstands, good
condition, asking \$800. Call: 905-721-1588

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31 ft 1979 Glendette trailer, excellent condition, non smoker, 1 owner, 10x20 florida room, propane furnace, 10x10 shed, asking \$8000. Call: 905-435-9952

1978 35 ft trailer, florida room, shed, barbecue, lawnmower, many extras, family park 35 min. east of Oshawa, \$12000 obo. Call: 905-623-2320

1972 Bellevue hardtop tent trailer, gas/electric fridge, needs a little work, \$500; 12 ft aluminum boat with oars, \$400. Call: 905-728-0982

Beaumarck upright air conditioner, 8000 BTU, like new \$295, maple baby crib/accessories \$150; solid oak baby highchair. Call: 905-579-4591

Snowboard, Wicked, 155cm brand new with bindings \$200; 1975 Buick Century \$350. Call: 905-666-8202

2 dryers, \$50 ea; waterbed \$100; child's dresser \$60; 2 lamps, \$20 ea. Call: 571-1910

Bonair tent trailer, sleeps six, furnace, fridge, stove, good shape, \$1875. Call: 905-666-4979

Toy poodle puppies, house raised, used to children, vet checked, 1st shots, apricot male, black male, apricot female, \$350. Call: 905-404-9023

1990 Buick Skylark, loaded, 99,000 km, \$5,500 certified; doors/trunk for 1981-87 Cutlass/Regal, southern, door/trunk for 1981-88 Monte Carlo.

21 ft Starcraft, 140 hp Mercruiser, 4 Cannon downriggers, satellite, 2 fishfinders, CB/VHF, stereo, Caulkins trailer, sleeps 4, good condition. Call: 905-576-8867

Campground membership with Coast-to-Coast affiliation, \$700 U.S.; bathtub for travel trailer, \$75. Call: 905-432-1251 ask for George

Kids' Eaglesnest slide and swing set, asking \$250; full-size microwave, asking \$50. Call: 905-579-2564

Dinette suite, leak, 4 chairs, table extends to 72", buffet, hutch to match, \$500 obo. Call: 905-728-9688

Bikers women's leather gloves, medium, new, \$40; bowling ball, 12 lb Blue Knight, new, \$80; helmet with slide down shield, \$85. Call: 905-432-1032

Toyota motorhome, 1985, 34,000 mi., sleeps 4, air, stove with oven, fridge, gas furnace, \$12,000. Call: 905-985-9418

Microwave oven, 6 cu ft \$50; awning for 10' bow window, \$75; teak coffee table, glass insert 20x56 \$100. Call: 905-432-2264

1985 17' KMV, trailer, 90 hp Yamaha outboard, oil inj., power trim/tilt, sleeps 2, Yamaha gauges, VHF, stereo, conv. top, boat cover, \$9,800. Call: 905-433-5520

Trailer, 1987 Terry Resort, 31' excellent cond., tipout, separate bdrm, awning, antenna, stereo, microwave, patio doors, shed, \$11,500. Call: 905-576-2446

Laurentian tent, 9x12, good condition, \$125. Call: 705-743-9238

Macaw with cage, \$2,500; congo african grey/cage \$1,500; sulphur crested cockatoo/cage \$1,200; all good talkers. Call: 613-394-0863

Kenmore electric stove, 30", white, excellent condition, asking \$200. Call: 905-725-7079

1994 Sunbird bowrider, 90 hp motor, trailer, AM/FM, less than 50 hrs use, white/teal covers, like new, must sell, asking \$11,900 obo. Call: 705-374-4174

Cone art kiln, model 1822, 28 amps, inside measures 18x22", Kiln Sitter, model LT-3K, \$800 obo. Call: 905-725-5302

23 ft. Terry Taurus trailer, 7 ply, new tires, new awning, new skylights, reese hitch, air con, TV antenna, spotless condition. Call: 705-878-4885

13 1/2 ft Bonair house trailer, sleeps 4, toilet, 3-way fridge, stove, heater, electric brakes, rollout awning, spare tire, asking \$4,500. Call: 905-372-4499

19' aluminum boat, 110 Volvo in/outboard w/trailer \$2800 obo, 1993 Polaris XLT Special, good condition \$3000 obo. Call: 905-986-5650

Vinyl thermal front window, good condition, 9' 3" x 4' 10 1/4" \$250. Call: 905-728-6165

Seadoo, 1994 Bombardier XP, 80 hp, 650 cc, trailer, cover, 2 life jackets small & large, excellent condition, female owned & driven. Call: 905-683-4759

Large freezer, works great \$125, no longer need it. Call: 905-438-1991

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3 bdrm house, main floor, all inclusive, close to GM, Glen St., bus at door, asking \$940 mnthly. Call: 905-571-4112

3 bdrm cottage on Farlane Lake, warm protected beach, dock, paddle boat, good for kids, \$500/wk, no pets. Call: 905-263-2089

Quiet professional has clean 3 bdrm house to share, rent negotiable. Call: 905-728-7290

Bright 1 bdrm walkout basement apt, private entrance, parking, all utilities, non smoker \$600 month, 1st/last, references, north east Oshawa. Call: 905-404-8787

Oshawa Park & Bloor area, \$395 mnth, 4 rooms, fully furnished & carpeted, basement apt, suitable for 1 or 2 adults. Call: 905-728-0079

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Florida, mobile home, Sarasota area, by week or month, 4 star park, exceptionally priced. Call: 416-222-6233

2 bdrm cottage, Pigeon Lake, \$500/wk, all amenities. Call: 705-799-6366

Apt., upper level of house, furnished, non-smoker, quiet person, clean, new heat, hydro included, \$600/mo. Call: 905-579-1945

Lovely 2 bdrm apt in Newcastle Village, parking, heat, water included, hydro extra, available June 15th, \$700/mo. Call: 905-987-1283

Lakeside getaway, Trent Severn waterway, newly decorated, comfy, walkout to lake, barbecue, docking privileges, \$500/weekly. Call: 705-292-8582

Vacation in beautiful Haliburton Highlands, fully furnished 3 bdrm home, May to October, weekly or monthly, close to beaches. Call: 705-286-6176

3 bdrm cottage on Farlane Lake, warm sheltered beach, s/e exposure, dock, paddleboat, good for kids, no pets \$500/wk. Call: 905-263-2089

Shared accommodation, basement in a house, must share upstairs kitchen & washroom, Courtice \$400/mnth, parking & laundry included. Call: 905-404-1345

Very clean 2 bdrm basement apt., non smoker preferred \$675 per mnth plus 1/2 cable & 1/2 oil, 1st & last not required. Call: 905-985-1805

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Frosted champagne glasses with gold pinecones given out with gas at Sunoco stations. Call: 705-432-2128

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Motorized treadmill w/auto elevation, basketball board, hoop & post, ball hitch, bike rack (holds 4). Call: 905-263-8691

Old pinball machines, wooden rail & others, any condition. Call: 905-665-1219

Bicycle built for 2, any condition, reasonable prices. Call: 705-438-3024

40 ft TV tower in good shape. Call: 905-723-6989

Old fishing lures & tackle, 1960's & older. Call: 905-697-1880

Older Hot Wheels, Sizzlers, Corgi, Dinky, Matchbox, motorcycles, toys, race sets, model kits, tin toys, pedal cars, cash paid. Call: 705-324-3203

24" propane stove. Call: 613-394-0863

Hobart potato peeler 20-30 lbs or similar. Call: 905-720-0932

Indian motorcycle. Call: 905-720-1070

14 ft light duty boat trailer canvas boat cover, elastic gray back seat for 1989 Colt. Call: 905-728-8211

Wooden child's play center, Eagles Nest or Playhouse, must be moveable. Call: 905-723-1726

Rear bagger for Sears Craftsman 12 1/2 hp. Call: 905-985-7614

Good used 8-12 fuse electrical panel, either breaker or round fuse style. Call: 905-579-5979

Kiln for ceramic use. Call: 905-426-9673

Hard fiberglass tonneau cover, color not important to fit full size GMC short box. Call: 905-434-5308

House trailer 22'-24', 1995-'98, lightweight model, a/c, dual axles, sleeps 6, must be in excellent condition, island bed preferred. Call: 905-434-5059

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To buy aluminum brake, flagstone or interlocking brick, metal detector, pool slide for inground pool. Call: 905-728-1975

2 Enduro dirt bikes 200 cc & up, plus 2 kid's mini bikes 70-90 cc. Call: 905-743-0222

1960's Epiphone or Gibson, Fender electric guitar & Fender amp, any year considered. Call: 905-576-9112

June/July clean, quiet, 1/2 bdrm, main floor, south Phillip Murray \$700 incl., older, clean, quiet, working, no pets. Call: 905-436-6634

70-74 Barracuda or Challenger parts, parts car or unfinished projects, any condition. Call: 705-277-3612

Old Hot Wheels, Sizzlers, Dinky, Corgi, Chopcycles, race sets, model kits, pedal cars, also airplane floor model ash tray. Call: 705-324-3203

McDonalds toys. Call: 905-723-5715

Scrap cars & trucks, will pick up free, also 84-88 Olds Delta & Regency. Call: 905-725-7249 or 905-571-4471

2 sided garden swing. Call: 905-434-5137

Patio slabs & concrete steps, will pick up. Call: 905-263-2024

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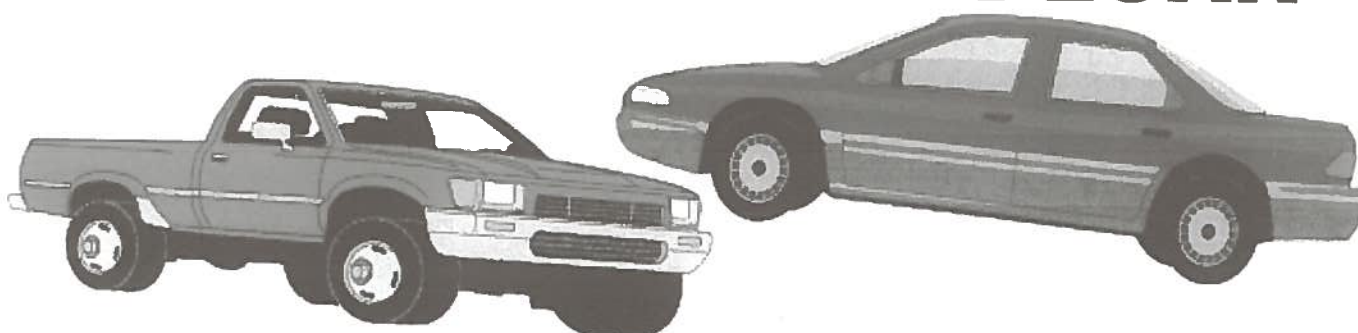
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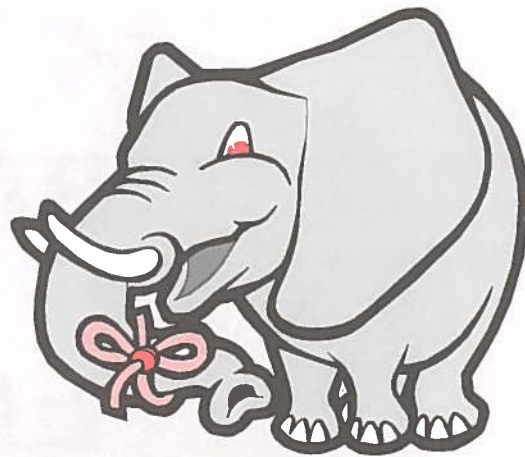
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The General Membership meeting
is held the first Thursday of every month
at 7:30 p.m. except July & August

The General Motors Unit meeting
is held the third Thursday of every month
at 7:30 p.m. except July & August

The Retirees' Chapter meeting
is held the first Monday of every month
at 1:00 p.m. except July & August

CAW Family Auxiliary meetings are
held the first & third Tuesday of every month
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All meetings are held
at the CAW Local 222 Hall –
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